

ETC

TEES

Training & Employment Exposure Scheme

Objectives

- To encourage employers consider unemployed aged 40 and over as efficient and productive, and to show employers that the experience of these prospective employees pays.
- To retrain unemployed aged 40 years and over in areas where they can be re-integrated in the labour market.

National and International Youth Work, Workers' Rights And Older Workers' Challenges

A REPORT ON JOBBSEKERS 40 YEARS AND OVER

Information Sheet

THE MALTA YOUTH CONSULTATIVE COUNCIL

Soon after the end of the Second World War the need was felt of having a National Council to represent Youth Movements in Malta. To achieve this worthy end the Malta Youth Consultative Council was founded in 1949 after a call was made by the late Sir Paul Boffe, M.D., then Prime Minister of Malta. The first meeting was held under the chairmanship of the Prime Minister himself.

THE MALTA ECONOMIST — 14th-20th May, 1971

9

Tripartite National Bargaining....

THAT Malta needs to introduce some changes in its industrial relations methods and procedures is today an accepted fact by all. Where we differ, as you here already heard from the three previous speakers, is on the method if introducing such important changes.

BRIEF FOR THIS WEEK

by Victor Mifsud

world assembly of youth

information

in the service of youth

rue d'arlon, 39 - 1040 brussels - belgium

1970-5 1 March, 1970

MALTA YOUTH POLICY

Malta Minister of Labour Dr. Tabone addresses "National Youth Policy" Seminar. Others, left to right are MYCC Vice president Tony Mifsud, MYCC President Victor Mifsud, and Secretary Joe Agius.

# **National and International Youth Work, Workers' Rights and Older Workers' Challenges**

*By Victor Mifsud*



University students reading for a degree in Youth and Community Work, Public Administration, Management, Public Policy, Economics, Labour Studies, Trade Union leaders focusing on workers' rights and older workers' challenges will find this book a very good research tool and a historical reference in their studies. The author read Economics, Political Science, Public Administration and Management, Philosophy and Social Ethics at the University of Malta and Plater College, Oxford. This was followed by forty years as an educator and administrator in the Government Education Department.

International seminars and conferences on the following topics were attended by the author: the European Union in Brussels; the Council of Europe in Strasbourg; European Civics in Malta; Human Rights in Germany; Journalism in Strasbourg; Youth Policy and Youth Leadership in Germany and in the United Kingdom. On his return to Malta the author organised similar national seminars and conferences as President of the Malta Youth Consultative Council (MYCC).

Public lectures, discussions, forums and projects by the author, held at various NGOs are illustrated here. The sterling work of the (MYCC) is shown by its national and international activities; the Malta Catholic Social Guild's (MCSG) pioneering work on workers' participation in industry whose membership included the Honourables Dr Eddie Fenech Adami and Dr Carmelo Mifsud Bonnici before they took up political activity and Paolo Freire Institute (PFI) specialising in literacy for the young and old.

In early 2000, on his retirement, the author was commissioned by the Employment and Training Corporation (ETC) today called Jobsplus, to use his studies and work experiences to research and present a deep study on what the other member states of the European Union were doing to solve the challenges older workers were facing in seeking employment. The author presented a 133 page report with 26 proposed initiatives on which the author spent eight years working at the ETC as an Officer-in-Charge of a programme for older workers.

During a national seminar entitled 'Four Alternative Industrial Relations Systems for Malta' at the Royal University of Malta in 1971, organised by specialist professor Dr Gerard Kester from the Hague, the author presented the 4th Alternative which today functions as the basis for the present Malta Council for Economic and Social Development (MCESD).

The author conducted a three month course of studies for B.Educ. (Hon) 4<sup>th</sup> Year students on Lifelong Learning at the New University in Msida consisting of lectures and seminars based on a European experience as applicable to the local situation.

A number of published articles on Malta's recent-past, socio-political situation after Daphne Caruana Galizia's murder are also included.



National and International  
Youth Work,  
Workers' Rights  
and  
Older Workers' Challenges

*Victor Mifsud*

*2020*

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## Cover Photograph

World Assembly of Youth (WAY) 1970 leaflet reporting on MYCC's Seminar on Malta Youth Policy

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## FORWARD

I always wished to collect into one document all my published material and possibly print them in book form, if I found a publisher or printer ready to undertake the job. If not, I intended to send the entire hard copies to the respective Malta University faculties eg. The Faculty of Youth and Community Studies (or as I believe it is called today The Faculty of Social Wellbeing, The Faculty of Public Policy and the Institute of Labour Studies at the University of Malta.

The collection could be used for research and historical purposes by those reading Youth and Community Studies, Public Policy and Labour Studies. It would also prove to be a good reference for trade union leaders and workers' delegates.

In the middle of the year 2000, ETC commissioned me to conduct a detailed research on what the members of the EU were doing about the difficult challenge of trying to find employment for those who were over 40 years of age and who were unemployed. I also wish to donate a copy of the report I presented to the ETC in April 2001 called **A Report on Jobseekers 40 Years and Over**, to the Melitensia section of the University of Malta library and another copy to the Biblioteca in Valletta.

There are eleven chapters in my published contributions on **National and International Youth Work, Workers' Rights and Older Workers' Challenges**. Eleven corresponding chapters follow in the Appendix with scanned documents and photos on: the Żejtun Catholic Action Youth Centre (ZCAYC); the Malta Catholic Action (MCA); Youth Organisations (YO); the Malta Youth Consultative Council (MYCC); the Malta Catholic Social Guild (MCSG), the Social Action Movement (SAM), the Paolo Freire Institute (PFI), the Employment and Training Corporation (ETC), the Education Department; the University experience and articles on Malta's recent-past socio-political situation.

My many thanks to Mr Karl Coleiro (Maltese) and Ms Dominique Gauci (English) for proof reading the text.

A big thank you to Mr Carl Mifsud for solving my computer problems.

My greatest thanks to Mr Trevor Zahra who advised and guided me in the publication of this book.

I dedicate this book to my wife Pauline for patiently helping me all throughout and to my children for their continuous support.



## INTRODUCTION

I always felt that I have a community conscience and when I thought it was the right moment I put pen to paper and published my contribution for a better Malta in the local press.

During my nearly 40 year teaching career, I am very satisfied that I have done my best to educate thousands of youths civically and have also contributed to voluntary youth work as president of both the Żejtun Catholic Action youth section and of the Malta Youth Consultative Council which represented the association of the great majority of national youth movements in Malta.

On my return to Malta after reading for the Oxford University Diploma in Economics and Political Science at Plater College, Oxford, I joined the Malta Catholic Social Guild and propagated the concept of worker participation at the enterprise where he works.

At the age of 61, I retired from the Education Department after having taught Civics and Commerce for 27 years, been appointed Assistant Head for 2 years, appointed Head of Department of Commercial Subjects for 5 years and retiring as a Head of School after 6 years. Soon after I retired, I joined the Jesuits' Paolo Freire Institute (PFI) as a volunteer, in my home town of Żejtun. There I dedicated thirteen years to helping eradicate illiteracy among children and adults by acting as their teacher. During the latter part of this period, I was appointed official project administrator of an EU funded Literacy Programme called IĊ-ĊAVETTA ESF 3.66, co-funded to the tune of €128,000.

It was here at PFI, at its official opening that I was approached by the then CEO of the Employment and Training Corporation (ETC) Mr John Camilleri to research and draw up a report on what EU member countries were doing to solve the problem of finding employment for older workers over the age of 40. He used to call me 'our consultant on older workers' although I always preferred to sign in as the Officer-in-Charge, Programme Over 40s. In my eight years of part-time employment at the ETC, I put into practice what I had learned previously at the Universities of Malta and Oxford after reading Politics, Economics, Public Administration, Management, Philosophy and Social Ethics, and using also my long work experience. It was a truly great and satisfactory personal experience indeed!

On my complete retirement at the age of 73 I decided to relax and enjoy the rest of my life quietly, helping my children raise their children. However, certain events that have taken place in Malta in the recent past made me put pen to paper again and write my feelings to the press. Today I am over 80 years of age.

I hope that my lifetime contributions have helped to make Malta a better place to live in.

Victor Mifsud  
2<sup>nd</sup> February 2020

## **MY VOLUNTARY WORK WITH NON-GOVERNMENTAL ORGANIZATIONS (NGOs)**

### ***Youth Work***

### ***National Social Action***

### ***Literacy Projects***

Żejtun Catholic Action Youth Section (ZCAYS) as President  
Malta Catholic Action (MCA) as International Secretary  
Youth Organisations, Talks, Discussions as Chairman and/or Panel Member  
Malta Youth Consultative Council (MYCC) as President  
Malta Catholic Social Guild (MCSG) as Secretary  
Social Action Movement (MAS) as Seminars' Secretary  
Paolo Freire Institute (PFI) as volunteer teacher of illiterate students and Project Administrator of EU ESF 3.66 Literacy Project called Iċ-Ċavetta

I started my public life at the Żejtun Catholic Action Youth Centre where at the age of sixteen I became the first president for six years followed by two years as a member of the National Youth Movement of the Malta Catholic Action. I represented this national youth movement in the Malta Youth Consultative Council (MYCC) – a federation of the majority of Malta's national youth movements, as an international secretary becoming the president of the MYCC the following year, holding the post from 1967 to 1970. During this period I also joined and became the secretary of the Malta Catholic Social Guild, a think-tank on Malta's social, political and economic matters from a Catholic viewpoint. I also participated in some of the activities of the Social Action Movement.

On my retirement at the age of 61, I joined the Jesuits' Paolo Freire Institute, (PFI) Żejtun after a 39-year career in the government public service education department as a teacher of Civics and Commerce, Head of Department of Commercial Subjects, Assistant Head and Head of School,

PFI is a Jesuit NGO offering voluntary social services, particularly literacy. I joined as a volunteer adult literacy teacher for thirteen years, the last four years as Project Administrator of EU ESF 3.66 Literacy Project Iċ-Ċavetta co-funded by the EU to the tune of more than €128,000.

At the age of 73 years I retired completely dedicating the rest of my life to relaxing, enjoying my retirement and helping my children raise their children in whatever way I can.

***NB: My publications with the above respective NGOs can be seen in the Appendix Chapters 1 to 7.***

## **Youth Work**

### **CHAPTER 1      ŽEJTUN CATHOLIC ACTION YOUTH SECTION 1952-1962**

The write-up below in Maltese regarding Dun Salv Galea was read and published in the commemorative booklet on Dun Salv launched during the inauguration of his memorial bust by the new President of Malta from Żejtun H. E. Dr Ġorġ Vella. The bust is to be found at the head of St Gregory Street. It was inaugurated on the 20<sup>th</sup> July 2019 after the square on the left of the Żejtun parish church was refurbished by the Żejtun Local Council.

The expenses for the memorial bust were raised by the ex-members of the Youth Centre.

#### **Dun Salv Galea**

#### **Edukatur tat-Tfal u ż-Żgħażaġh**

#### **L-ewwel 10 Snin ta' Hidmitu 1952-62**

Missieri miet meta kelli tliet snin imma ta' tlettax il-sena sibt it-tieni missier tiegħi f'Dun Salv - il-Father - hekk konna ngħidulu lkoll kemm aħna. Hu veru kien hekk.

Kienu l-1952 meta l-tqajt l-ewwel darba miegħu f'dar Triq Id-Duluri, Żejtun, li kienet estensjoni tal-iskola primarja u wara saret confectionery tal-Ġenwiża, fejn Dun Salv beda jlaqqa' grupp żgħir ta' tfal biex jagħtihom formazzjoni spiritwali. Kien għadu kemm qaddes u allura mimli entużjażmu biex jaqdi l-missjoni tiegħu bħala saċerdot.

Ftit wara ġie jgħidilna li ċerta Wistina, mara anzjana li kienet toqgħod f'Bonito Lane, Triq il-Kbira, offrietlu kamra fuq fejn kienet toqgħod hi, biex ilaqqagħna fiha.

Dil-kamra, li kont tidhol fiha minn taraġ ġo biha kif tidhol mill-bieb ta' barra, kien fiha bieb u tieqa għal fuq għalqa kbira b'siġra immensa taż-żebbuġ ta' xi mitt sena f'nofsha u xi erba' tiġigiet jiġru fiha. Konna ngħidulu kieku Wistina tħallina ninzlu nilagħbu l-futbol fiha dik l-għalqa! U ftit taż-żmien wara ħallietna. Allura n-numru tat-tfal żdied sew u Dun Salv beda jhokk rasu fejn ser ilaqqagħna u ġietu l-idea li fl-għalqa nibnu sala u hekk għamilna. Konna numru ta' żgħażaġh entużjasti li taħt it-tmexxija ta' wieħed minna stess, l-imgħallem Benny Magro, u l-parir ta' ċertu Scicluna tal-Mużew, jgħidulu ċ-Ċiricku li kellu esperjenza fil-bini, xtrajna l-briks u bnejna s-sala li hemm illum bi għnien sabiħ quddiemha u bis-siġra taż-żebbuġ fin-nofs. Tgħidx kemm konna nixxabtu magħha! Din is-sala għamilnieha naħa waħda kappella bl-artal u palk in-naħa l-oħra għat-teatrin u okkażjonijiet varjati bħall-parti l-kbir tal-Milied. Dun Salv kien holoq sistema ta' punti li konna nakkwistaw daqskemm konna nagħmlu attivitajiet għaċ-Ċirkolu u min kien ikollu l-iktar punti kien jieħu l-iktar rigal sabiħ fil-parti tal-Milied.

Konna grupp sabiħ ta' żgħażaġh, naħseb aktar minn mija li mbagħad saru mijiet tul iż-żmien.

Imma Dun Salv ried illi t-tfal u ż-żgħażaġh ikollhom formazzjoni spiritwali u kateketika soda. Għalhekk daħhal il-Gara li kienet kompetizzjoni bejnietna dwar suġġetti tal-katekiżmu u li kienet issir fil-knisja parrokkjali. U min kien jirbaħ - il-Princep - kien jikkompeti ma' rebbieha oħra bħalu ġejjin minn Malta kollha. U fi żmien meta kont ngħallem l-Aspiranti jien, irbaħna l-Gara Nazzjonali ta' Malta tal-Azzjoni Kattolika meta kien dikjarat Imperatur Joe Mangion.

Kien f'dan it-tagħlim tal-katekiżmu li fih rawwimni ngħallem Dun Salv li jiena skoprejt il-ħajra li ngħallem u li wasslitni iktar 'il quddiem għal karriera ta' kważi erbghin sena bħala edukatur fid-Dipartiment tal-Edukazzjoni.

Dun Salv kien għamlilna programm spiritwali għal kull ġurnata. Talba ta' filgħodu, quddiesa, tqarbina, skola jew xogħol, xi sagrificċju kuljum, xi azzjoni tajba, meditazzjoni, eżami tal-kuxjenza, viżta lil Ġesù Sagramentat, rużarju u talba ta' filgħaxija. Qrar u direzzjoni spiritwali minn Dun Salv kull ġimgħa. Il-formazzjoni spiritwali għal Dun Salv kienet l-ikbar prijorità. Kien jgħallimna l-valuri Nsara ta' onestà, verità, sinċerità, altruwiżmu, imħabba, karità, solidarjetà mal-oħrajn, fairness bejnietna waqt il-logħob Marsaxlokk u fil-barriera fejn illum hemm l-impjant ta' Sant'Antnin jew l-għawm Marsaxlokk u l-Ġnejna li kien jeħodna kull weekend u kull sena rispettivament. Għallimna li talba aqwa mill-quddiesa ma hemmx. U fil-ħajja hemm it-tajjeb li għandna nagħmluh u hemm il-ħażin li għandna naħarbu. Hekk kien jgħallimna Dun Salv mhux bħal-lum, kollox jgħaddi.

Dun Salv għamel ħafna ġid ukoll ma' żgħażaġh oħra Maltin barra ż-Żejtun. Għal snin twal kien jorganizza kull sena erba' rtiri ta' tlett ijiem il-wieħed fil-wikends fis-sajf, l-ewwel fis-Seminarju tal-Imdina, imbagħad f'Porziuncola House, Baħar iċ-Ċagħaq. F'kull irtir kien ikun hemm mal-mitt żaġżuġh.

F'żgħožiti ma' Dun Salv fiċ-Ċirkolu Ven. Nazju Falzon, Ġuvintur, Żejtun, bejn l-1952 u l-1962 jiena għamilt sitt snin bħala l-ewwel President u allura kont l-id il-leminija tiegħu. Iktar u iktar għax kien jara f'tit li xejn. Imma dan qatt ma qatagħlu qalbu. Għall-ewwel kien jibża' jlaqqagħna mat-tfajliet imma iktar tard mexxa maż-żminijiet u fetaħ il-bibien tal-Youth Centre, kif beda jissejjaħ iċ-Ċirkolu, anki għat-tfajliet.

Kif mietet Wistina krejna l-post aħna u wara Dun Salv xtara l-post hu minn butu u qabel ma mietet ħalla l-post lill-knisja parrokkjali taż-Żejtun, fejn għadu jsir it-tagħlim li dejjem xtaq Dun Salv.

Min jaf kemm żgħażaġh ħadu l-formazzjoni tagħhom f'dan il-post iddedikat lill-Venerabbli Nazju Falzon, fl-irtiri nazzjonali u kemm familji Żwieten edukaw ruħhom mill-omeliji spiritwali u għaqlin tiegħu fil-knisja parrokkjali.

Għalhekk Dun Salv jixraq lu żgur li jkollu memorjal fiż-Żejtun.

NB Id-dar, fuq xkaffa fil-playroom tat-tfal li hemm fuq, għandi kaxxa fiha pied kubu mimlija ritratti u negattivi li ħadt jien u dokumenti storiċi marbuta mal-ewwel għaxar snin ta' dan iċ-Ċirkolu. Lit-tfal tiegħi ħallejtilhom nota fuqha biex meta mmut jien jagħtu kollox lill-mużew tal-knisja parrokkjali taż-Żejtun jew lill-Azzjoni Kattolika Maltija l-Istitut Kattoliku, il-Furjana.

Victor Mifsud L-Ewwel President (1956-1962) Ċirkolu Venerabbli Nazju Falzon,

Azzjoni Kattolika Maltija, Sezzjoni Ġuvintur, Żejtun,

Is-Sibt 20 ta' Lulju 2019

## **Sunday Holy Mass for youths**

In the sixties, every Sunday morning we used to organise a Holy Mass for youths at a packed Jesus of Nazareth Chapel, in Zejtun and also publish a leaflet called Hello. I wrote the following three contributions for this leaflet.

- L-Amerika, iż-Żgħażagħ u d-Drogi
- Il-Liġi hemm bżonnha?
- Żgħażagħ - x'jistenna minna n-nazzjon

***NB See Appendix Chapter 1 page 51 where you can find the leaflet and photos of the numerous activities we used to organise for the more than one hundred youths who attended the youth centre. These activities included christmas parties, song festivals, prize days for those youths who were the most active in the centre during Missions' Sunday, Emigrants' Sunday, catechism contests, fund raising activities, weekly outings in the countryside and by the seaside at M'xlokk and Gnejna, football contests at Mxlokk and Sant Antnin quarry, Mscala.***

***A much awaited annual activity was celebrating the feast of Il-Vitorja at the chapel of Il-Bidni. We used to cook and sleep there the day before, enjoying ourselves in the evening having Trevor Zahra playing the accordion for us. Active life at the Centre was the best time of my youth life.***



## CHAPTER 2 YOUTH ORGANISATIONS, TALKS, DISCUSSIONS, CHAIRMANSIPS 1960S

During the 1960s, especially after my return from my studies in Oxford at the age of 26, I was invited to give various talks, hold discussions as panel member and chair forums on youth formation and challenges, in different youth centres around Malta and on Rediffusion and TV. During this time youth centres existed in nearly all Maltese villages serving as places where youths met every day to relax, play and discuss current topics in a safe environment. This was before Pace Ville (or Paceville as it is known today) took over with its risks and dangers, especially for immature youths.

- Balzan Youth Centre Panel Discussion - My Chairmanship (i)
- Kif nistgħu nifhmu u nġinu aktar lil xulxin (ii)
- Diskors pubbliku fiż-Żejtun-Victor Mifsud f'għeluq il-Ħames Sena mill-Indipendenza
- Diskussjoni fuq it-TV 1969
- Fl-Età ta' 18
- Iż-żgħażaġħ illum fl-Azzjoni Kattolika
- Iż-żgħażaġħ madwar id-dinja
- Jekk id-divertiment tal-lum jissodisfax liż-żgħażaġħ
- Kemm taħseb li sar indipendenti moħħ iż-żgħażaġħ wara 5 snin indipendenza
- Mistoqsijiet Chairmanship Diskussjoni Warner Theatre Qormi
- Onor. Judge M. Caruana Curren Panel Chairmanship (A)
- Sehem iż-żgħażaġħ fil-ħajja ċivika u ekkleżjastika (B)
- Psychology of Youth Seminar at the Seminary
- Posti fil-komunità bħala ċittadin edukat
- X'nistgħu nagħmlu għall-Milied
- Your place in the community as educated people
- Youth Organizations in Malta p. 1 - Mr Burgess YSO
- Youth Organizations in Malta p. 2
- Youth Organizations in Malta p. 3
- Youth Organizations in Malta p. 4
- Youth Organizations in Malta p. 5
- Youth Organizations in Malta p. 6
- Żgħażaġħ - x'jistenna minna n-nazzjon
- Żgħażaġħ - Oħorġu mill-qoxra tagħkom

**NB** See scans of these activities in the Appendix Chapter 2 page 70. Many of them were manuscripts in my own handwriting plus scribbled changes done more than fifty years ago when I was under thirty years of age, now typed for better presentation.

### **CHAPTER 3 MALTA CATHOLIC ACTION (MCA) 1962-64 & 1966-1968**

In 1962 I joined the national executive of the youth branch of the Malta Catholic Action at the Catholic Institute, Floriana. I was immediately appointed National Aspirants' Delegate of 14 to 16 year olds. Reorganising the 'Skola tal-Appostolat', a monthly meeting of aspirants' delegates and aspirants' leaders, coming from around the 40 Male Catholic Action Youth Centres in Malta, I brought in the brothers of De La Salle to lecture on how to teach and train as leaders of the Aspiranti Kapi (14 to 16 year-old leaders). I also organised annually the National Catechism Contest both written and oral ('Il-Gara Djoċesana'), between the winners, each called 'Prinċep', coming from all the centres around Malta, to declare the 'Imperatur', the national winner.

In 1964, Mons. Mikiel Azzopardi, founder of the Dar tal-Providenza, then National Spiritual Director General of the Malta Catholic Action, recommended me to go to study and sit for the Oxford University Diploma in Economics and Political Science for two years at Plater College, Oxford (ex-Catholic Workers College). There we were also taught Catholic Moral Philosophy and Social Ethics based on Papal social teachings.

After obtaining the Oxford University Diploma in 1966, I returned to the national executive of the youth branch of the Malta Catholic Action, representing it on the Malta Youth Consultative Council (MYCC).

On 'Il-Ħuġġieġa', the MCA monthly magazine, I published an article called '1968 Is-Sena tad-Drittijiet tal-Bniedem' (1968 Human Rights Year).

- Catholic Action Week
- 1968 Is-Sena tad-Drittijiet tal-Bniedem p. 1
- 1968 Is-Sena tad-Drittijiet tal-Bniedem p. 2

***NB See Scans in the Appendix Chapter 3 page 97.***

#### **CHAPTER 4 MALTA YOUTH CONSULTATIVE COUNCIL (MYCC) 1966-70**

In 1966 I joined the Malta Youth Consultative Council (MYCC) - a federation of the great majority of the national youth movements in Malta, representing the Malta Catholic Action youth section and was later elected as its international secretary and then president till 1970.

During my presidency we revised the statute to be able to have the political youth movements represented on the MYCC.

The MYCC was the mouthpiece of the national youth organisations in Malta and so we organised annual National Youth Week consisting of many national youth activities like national discussions on youth challenges on the broadcasting media, articles in the press on youth contribution to the nation, musico-literary evenings at the Phoenicia Hotel, films for youths, youth dances and various national seminars on topical issues.

The topics covered were Youth and the Press, Youth and Human Rights, the Council of Europe, the European Union and discussions on the need of a national youth policy for Malta. A number of national press releases were issued by the MYCC of an educational, social, trade unionistic and political nature for the benefit of youths in Malta.

Various scholarships were offered through the MYCC for youth leaders from our associated national youth organisations and these attended language scholarships abroad, international conferences and seminars at the Council of Europe, the European Economic Community (today the European Union), the World Assembly of Youth and Council of European National Youth Committees. Conferences and Seminars attended abroad were later followed up by organising similar conferences and seminars in Malta.

The German Federal Youth Council invited the Malta Government to send a three-man youth leaders' delegation to visit the German Youth Services. Mr Paul Galea from the YSO, Ms Joan Camilleri from the YCW and myself from the MYCC were invited to form part of this Malta Delegation. For a fortnight, together with a local guide, we toured and learned about the structure of the German Youth Service, the government grants and visited various German youth centres and youth services' providers.

On our return, for the first time we managed to persuade the Maltese government to give a government annual financial grant of fifty Maltese liri to the MYCC and to be represented on the National Youth Advisory Board of the Ministry of Labour and Social Services where conditions of work were being decided.

The MYCC also participated internationally as a full and founder member of the World Assembly of Youth (WAY) for its annual general meeting held in Liege University, Belgium, together with over 600 representatives from more than 100 countries around the world.

Unfortunately in 1971 when a Labour Government was elected in Malta the annual government financial grant was withheld due to unfounded accusations based on claims by the Labour League of Youth after they refused the MYCC's invitation to join as members, together with the Nationalist Party Youth Movement which had already joined the MYCC.

The Parliamentary question on the MYCC of the Hon. H. Farrugia MP, the Hon. Minister of Education Ms Agatha Barbara's answer and my clarification follows:

\* \* \*

**IL-GVERN U L-MYCC**

L-MYCC tiġbor fiha diversi għaqdiet; fost dawn l-għaqdiet hemm xi wħud li m'humieħ demokratiċi, uħud li ma jirrappreżentawx biss liż-żgħażaġħ u oħrajn li m'humieħ għal kollox ibbażati fuq livell nazzjonali.

Nifhem li l-MYCC kellha ħafna diffikultajiet ma' organizzazzjonijiet internazzjonali taż-żgħażaġħ dwar l-istatut kif ukoll l-istruttura tagħha. (World Association of Youth WAY) Council of Europe National Youth Committees (CENYC).

Jiena infurmata li bħal issa qed isiru taħditiet bejn l-għaqdiet membri tal-MYCC u oħrajn li m'humieħ membri tal-MYCC biex jintlaħaq fteħim dwar Korp kostitwit li jkun ibbażat fuq id-demokrazija u li tassew jirrappreżenta lill-għaqdiet kollha taż-żgħażaġħ. Għaldaqstant sakemm ikun hemm żviluppi sodi dwar dawn it-taħditiet jiena m'hiniex f'pożizzjoni li —

(a) ngħid x'ser tkun il-policy tal-Gvern Soċjalista rigward l-MYCC; u

(b) dwar għajjnuna finanzjarja lill-MYCC.

(Tweġiba ta' l-Onor. Ministru ta' l-Edukazzjoni u Kultura lil Dqqt. H. Farrugia).

**Kjarifikazzjoni għar-Risposta Parlamentari**

Din ir-risposta parlamentari ta' hawn fuq, mill-Onorevoli Agatha Barbara, Ministru tal-Edukazzjoni fl-1971 mhijiex korretta u saret fi żmien meta jien ma kontx għadni President tal-Malta Youth Consultative Council (MYCC).

Kif ġejt elett demokratikament President tal-MYCC jien fl-1968 ipproponajt li jinbidel l-istatut ħalli l-Youth Movements tal-partiti politiċi jkunu jistgħu jidhlu membri. Dan ġie approvat mill-Annual General Council tal-MYCC u fil-pront aħna invitajna liż-żewġ Youth Movements tal-partiti politiċi biex jidhlu membri.

Il-verità hi li l-Labour League of Youth (LLY), minkejja li giet mistiedna biex tidhol fil-MYCC, flimkien man-Nationalist Party Youth Movement, fiż-żmien li jien kont president bejn Jannar 1968 u Novembru 1970, il-LLY qatt ma riedet tidhol ħlief biss meta tkun f'pożizzjoni li tiddomina kollox hi.

Fil-fatt jien, għan-nom tal-MYCC, attendejt għal-laqqgħa annwali tal-World Assembly of Youth (WAY), f'Liege, il-Belġju, bħala founder member tal-WAY minn għoxrin sena qabel u sibt li l-LLY bil-moħbi avviċinaw lis-Socjalisti Nordiċi fil-WAY li ressqu mozzjoni biex tiġi mkeċċija l-MYCC mill-WAY għax skont huma din ma għandhiex statut demokratiku. Interessanti li f'Malta l-MYCC twaqqfet mill-Prim Ministru tal-Partit tal-Ħaddiema t-Tabib Pawlu Boffa fl-1949.

Jiena indirizzajt lil aktar minn 600 rappreżentant minn aktar minn 100 pajjiż, kollha membri tal-WAY, poġġejt l-istatut tal-MYCC fuq il-mejda tal-president għad-diskussjoni tal-mozzjoni li giet megħluba u l-MYCC baqgħet membru sħiħ.

Il-MYCC taħt il-presidenza tiegħi rnexxielha għall-ewwel darba tipperswadi lill-Gvern Nazzjonalista jagħti grant ta' 50 lira Maltin fis-sena lill-MYCC, imma kif tela' l-Gvern Socjalista fl-1971 mill-ewwel waqqafha.

Is-sħubija fil-MYCC kienet miftuħa għal kull għaqda Maltija, demokratika, nazzjonali taż-żgħażaġħ bħala membru sħiħ bil-vot u għal għaqdiet oħra settorjali bħala membri osservaturi mingħajr vot.

Movimenti nazzjonali, reliġjużi taż-żgħażaġħ, ġuvintur u anki xebbiet li kellhom statuti differenti, ċentri separati u kunitati eżekuttivi separati madwar Malta kollha bħall-Azzjoni Kattolika u l-MUSEUM kienu rappreżentati individwalment għax hekk kienet il-kultura dak iż-żmien. Dawn kellhom iktar minn 40 ċirkolu kull wieħed, imxerrdin mal-irhula u l-bliet ta' Malta kollha.

F'dak iż-żmien madwar terz tal-għaqdiet nazzjonali taż-żgħażaġħ, b'ċentri ma' kull raħal ta' Malta, kienu reliġjużi, imma distinti. X'hemm ħażin f'dan la l-kultura ta' dak iż-żmien kienet hekk? Kull għaqda nazzjonali demokratika kellha kull dritt li tiġi rappreżentata individwalment. Mela l-MYCC ma kinitx dominata mill-għaqdiet reliġjużi imma kienet qed tirrappreżenta r-realtà f'Malta dak iż-żmien.

Fil-Council of Europe National Youth Committees (CENYC), minkejja li dak iż-żmien kien iddominat mis-Socjalisti, il-MYCC kienet diġà 'Observer Member pending Full Membership' u konna nattendu l-Annual General Meetings u konferenzi organizzati u ssussidjati minnu.

### **Malta Youth Consultative Council (MYCC) active participation in the 7<sup>th</sup> World Assembly of Youth (WAY) 1969 in Liege, Belgium.**

#### **Youth work in the future**

The MYCC attended the 7<sup>th</sup> WAY Assembly in Liege, Belgium with the above theme in 1969 as a founder member. I, as president, presented a report to the MYCC after forming part of a Malta delegation of three members. Accompanying me were Anthony Mifsud from the Malta Catholic Action as International Secretary and Joe Agius from the General Workers' Union, Youth Movement, as Secretary General of the MYCC.

I addressed the WAY 7<sup>th</sup> Assembly in Liege, Belgium to rebut the motion to expel the MYCC, put forward by some of the Nordic Socialist countries prompted by Malta's Labour League of Youth (LLY). After my address to the WAY Assembly, I placed a copy of the MYCC statute on the President's table for their vetting and discussion and when the vote was taken by the over 100 countries



participating, the motion was defeated and the MYCC remained a full member of the World Assembly of Youth (WAY).

**NB: See MYCC at WAY Report in the Appendix Chapter 4.**

#### **MYCC Ġurnata ta' Studju – Il-Movimenti taż-Żgħażaġħ – Rapport**

A one-day seminar was organized at the GWU Youth Section in Valletta for youth leaders of the member organisations of the MYCC to discuss the proposed programme for the Youth Week to be held to commemorate the 20<sup>th</sup> Anniversary of the MYCC's foundation in 1949 by Sir Paul Boffa then Labour Prime Minister of Malta.

**NB: See MYCC Report in the Appendix Chapter 4.**

#### **Human Rights Seminar**

The MYCC participated in the Human Rights Seminar organised by WAY in Bad Godesberg, Germany in 1968 and it was followed up in Malta by an MYCC National Seminar on Human Rights at St Michael's Training College of Education, Ta' Giorni.

**NB: See MYCC Chapter 4 in the Appendix.**

**Skeda ta' Lezzjonijiet fuq id-Drittijiet Tal-Bniedem** li tqassmet lil iktar minn 100 parteċipant li ħadu sehem fis-Seminar Nazzjonali fuq id-Drittijiet tal-Bniedem, f'St Michael's Training College of Education, Ta' Giorni, organizzat mill-MYCC. Dan is-seminar sar bħala follow-up tas-seminar li l-MYCC attendiet f'Bad Godesberg il-Ġermanja permezz tal-preżenza tiegħi.

**NB: See the MYCC Chapter 4 in the Appendix.**

**MYCC Memorandum** on the setting up of an Educational and Vocational Guidance Unit within the Education Department in 1968 was presented to an International Government Advisor visiting Malta.

**NB: See the MYCC Chapter 4 in the Appendix.**

#### **EUROPEAN ASPECTS OF CIVICS TEACHING**

The 24<sup>th</sup> Seminar of the Campaign for European Civic Education was organised by the Council of Europe in Malta at St Michael's College of Education, Ta' Giorni, in 1969 and attended by member states of the Council of Europe.

I was selected to give a lecture to the European and Maltese participants on the above topic together with one of my classes, Form 11 O, from the St Joseph Secondary Technical School, Paola. The lecture I gave could be seen in the Appendix Chapter 4.

#### **The MYCC's President Resignation**

MYCC Secretary's agenda calling members to discuss the future.

**NB The over eighty scanned documents in the Appendix Chapter 4 page 100, give an indication of the various activities we organised nationally for youths in Malta and our international participation.**

## ***National Social Action***

### **CHAPTER 5 MALTA CATHOLIC SOCIAL GUILD (MCSG) 1966-68**

On my return from Oxford in 1966 after obtaining the Oxford University Diploma in Economics and Political Science, I was invited to join the Malta Catholic Social Guild (MCSG), an organisation founded in 1955 by Fr Carmelo Schembri S.J. from Mosta with the aim of training its members for the social apostolate.

On joining I was appointed secretary under the presidency of Mr Salvinu Spiteri, who had also set up the Malta Government Clerical Union, today called Union Haddiema Magħqudin - Voice of the Workers - Malta's second largest trade union.

When I joined the MCSG, two very important members and future Prime Ministers of Malta, the Hon. Dr Eddie Fenech Adami and the Hon. Dr Carmelo Mifsud Bonnici had just left the MCSG to take up an active political life. I took over as secretary from the latter for the next two years.

In the appendix chapter 5, there are scans of the old and the new draft statutes of the MCSG, its aims, the founding members, plus a few of the many studies and publications we published during my two years as secretary. Among which one finds documents on Industrialization in Malta, Worker Participation and Profit Sharing in Malta, France and other countries, Malta's Economic Situation and the Pastoral Plan.

We were a small group of intellectuals, trade unionists, economists and workers with a social conscience. Mr Charles Naudi and I, on behalf of the MCSG produced a weekly half hour programme on Rediffusion, the then national radio, on topical Maltese Socio-Political and Economic Issues.

Other active members during my two years as secretary were Mr Martin Vella Haber from the Confederation of Malta Trade Unions, Mr Felix Farrugia and Mr Joe Borg Bonello from the General Workers Union, Mr Peter Cassar Torregiani and Mr Joe Micallef active in the social field, Rev. Prof Joseph Busuttil from the university, Mr Frans Camilleri from the GWU, Ms Stella Sant and Ms Carmelina Sammut Head Mistresses.

I resigned from secretary of the MCSG on being elected president of the Malta Youth Consultative Council (MYCC). I dedicated my full time to the presidency of the (MYCC) as the latter needed full-time dedication.

***NB: See MCSG Chapter 5 page 177 in the Appendix for a few of the many studies and publications we published during my two years as secretary.***

## **CHAPTER 6      SOCIAL ACTION MOVEMENT (MAS) 1983-84**

**(Moviment Azzjoni Soċjali - MAS) founded by Mons. Fortunato Mizzi**, son of the late Dr Enrico Mizzi, ex-Prime Minister of Malta

I only participated occasionally in its activities. The following are two such occasions:

- A study on the aged in Malta, 16<sup>th</sup> April 1983
- Malta Ċentru ta' Paċi - Rapport ta' Workshop fuq il-Familja Maltija 16ta' Mejju 1984

***NB: See MAS in the Appendix, Chapter 6 page 206 for the two reports of the seminars I published on the above themes.***

## ***Literacy Projects***

### **CHAPTER 7 PAOLO FREIRE INSTITUTE (PFI) ŻEJTUN 2000 TO 2013 & EU FUNDED LITERACY PROJECT IC-CAVETTA ESF 3.66, 2009-2013**

I joined the Jesuits' Paolo Freire Institute, Żejtun, as a volunteer teacher of illiterate adults and children, on my retirement from my teaching career in the Education Department in the year 2000 and gave my voluntary contribution for the next 13 years.

It was Fr Edgar Busuttil S.J. then Director of PFI who came to know that I was seeking something worthwhile to do after my retirement. He phoned me up and invited me to join him set up the Institute on a voluntary basis. He told me "m'hemmx qligh ta' flus". I accepted and started to attend two mornings a week.

It was a most satisfying experience indeed, particularly when we made an arrangement with ETC to teach at PFI those adults who were registering to find work as illiterate people at ETC, Malta's Employment Agency. Other illiterate people also started to come voluntarily to learn how to read and write. We also organised evening courses as a help for illiterate children.

PFI at that time also provided basic computer skills teaching, family counselling services and material assistance to poor families with social problems.

During my term there we were grateful to Dr Alexander Cachia Zammit ex Nationalist MP and Minister for providing his family residence in Triq Diċembru Tlettax, Żejtun, as PFI Headquarters at a nominal annual rental fee of 400 Maltese liri, which he never took.



# **iċ-Ċavetta**

In 2009 there was a public call for applications by PFI for a Project Administrator for an EU ESF 3.66 Project called Iċ-Ċavetta - A Literacy Project. I applied and in the interview I was placed third. The first placed took up the appointment but left within a week. The second placed, a notary, wanted to work from her office and not from PFI. Fr Vince Magri S.J. Project Leader wanted the Project Administrator to work from PFI so he had one other alternative i.e. to call the third placed and I was appointed the Official part-time Project Administrator for 2 years and as a volunteer for the next two years, between 2009-2013. This EU ESF 3.66 Project, called Iċ-Ċavetta, was co-financed by the European Social Fund to the tune of more than €128,000. I worked together with the project leader Fr Vincent Magri S.J. an ex-student of mine at St Joseph Secondary Technical School, Corradino Hill, Paola in 1966. I was his teacher of Civics in the Latin Class, Form V. The Maltese textbooks of Ic-

Cavetta and their DVDs were produced by Mr David Muscat and Ms Carmen Mamo, experts in Maltese

.  
**The best certificate for my work as Project Administrator of the Ic-Cavetta Project was when, in February 2020 I met Fr Edgar Busuttil SJ, the present PFI Director and he told me “At present we are greatly benefitting from the project Ic-Cavetta you had administered its creation between 2009-2013”.**

***NB: For more scanned details see Paolo Freire Institute, Chapter 7 page 212 in the Appendix.***



## ***Educational Career & Academic Achievements***

### **CHAPTER 8 EDUCATION DEPARTMENT 1961-2000**

I joined the Malta Government Education Department as a teacher on the 30<sup>th</sup> October 1961, retiring as a Head of School on the 2nd June 2000.

Teaching was to be my vocation and it gave me great personal satisfaction and development throughout the 39 years I spent in the Education Department of the Malta Government. I felt I was contributing greatly to the education of our young generation. I have taught thousands of young people in my teaching career, all finishing in various life positions, from EU commissioner, ministers, professionals, university professors, president of the Chamber of Commerce, trade unionists, priests, managers, accountants, supervisors and all types of clerical and manual workers.

When I was raising my family, my children used to ask me, “Pa mela int kont tgħallem lil kulhadd?” (“Did you teach everybody?”) because everywhere we went I always met those whom I used to teach. I spent three years as a primary school teacher, twenty years as a secondary school master, two years as a head of department of Commercial Subjects, four years as an assistant head and six years as a head of school in both primary and secondary schools.

During this period I spent two years teacher training evening course at St Michael’s College of Education Ta’ Giorni in St Julian’s, two years reading (studying) for the Oxford University Diploma in Economics and Political Science at the Catholic Workers College (later Plater College), Oxford, and two years at the Royal University of Malta reading for an Honours Degree in Economics, Public Administration & Management.

In 1979 I was appointed a part-time lecturer at the newly founded University of Malta, Msida, teaching Lifelong Education to the fourth year B. Educ. Hons students. One of the students, Mr Michael Aquilina (God give him eternal rest), later on in life became head of department of Physical Education (P.E.) at the University of Malta Tal-Qroqq. This was whilst Gabrielle, my youngest daughter, was reading for her Honours Education Degree in P.E., obtaining a First Class Honours Degree.

#### **The following were my placements in the Education Department:**

1961 to 1964 primary school emergency teacher at Marsaxlokk Mixed School.

1964 to 1966 reading Economics & Political Science in Oxford on a Malta government scholarship.

1966 half of September only at the Ghaxaq Primary School.

1966 to 1970 secondary school Master of Civics at the St Joseph Secondary Technical School, Paola.

1968 to 1970 I voluntarily attended a two-year teacher training evening course at the St Michael’s College of Education, St Julian’s, obtaining a Distinction in Teaching Practice. In 1967 I was appointed on the Malta Government Pensionable Establishment as a Master of Civics on the strength of my Oxford university diploma.

1970-1972 reading for the B.A. Hons. in Economics, Public Administration & Management at the Royal University of Malta, joining the 1969-72 course, straight into the second year after obtaining an exemption from the first year of the course on the basis of already having the Oxford university diploma in Economics and Political Science.

1972 to 1979 secondary school Master of Civics (later Social Studies) at the Sir Temi Zammit Secondary Technical School, Naxxar.

1979 appointed part-time lecturer of Lifelong Education in the Faculty of Social Sciences at the new university, Imsida.

1979 to 1984 secondary school Master of Social Studies and Commerce back at the St Joseph Secondary Technical School, Paola.

1984 to 1988 as a punishment for striking on the order of the Malta Union of Teachers, my trade union, and after being locked out for eight weeks without pay, I was transferred to teach Commerce and Civics at the St Theresa Junior Lyceum, Imrieħel, teaching girls for the first time.

1988 to 1990 finally, on change of Government, after 17 years of political discrimination against me by the Labour Party administration (1971-1987), I was promoted Head of Department Commercial Subjects by seniority, as per the MUT-GOV re-organisation agreement.

1990-1994 I was appointed assistant head of school by interview. Over 600 teachers applied and I was placed 1<sup>st</sup> in the first, officially published result by the Education Department. Finally, justice was done by me. Previously I had spent 17 years seeing those I had taught being promoted to assistant heads over me in the schools I was teaching at. They were not as qualified as I was, they had no university qualifications, I had two university qualifications, a diploma and a degree, nor did they have my teaching experience. I applied five times for an assistant head, was interviewed, but never chosen. And please note, that in 17 years, between 1971 and 1987, the Labour administration never published the official results of the interviews. But still, they called it Socialists' justice!

In 1990, together with Paul Attard (God give him eternal rest), we were assigned by the Education Department to open a new Junior Lyceum, entry by selection, for the south of Malta at Corradino Hill, Paola, in front of the Mosque, in the building which in the past used to house the St Joseph Secondary Technical School, Paola, an excellent school set up in the 1950s by the Commonwealth Foundation. So we called it St Joseph Junior Lyceum. Paul and I spent the previous summer holidays managing the refurbishment of the building which before had been a Trade School and a Junior Craft Centre. We started with 8 Form 1 classes each having 25 students and before I left we had 32 classes. I spent four years there, starting off as the senior assistant head and after being promoted to head of school. A few years ago the building was taken over by the Malta College of Arts, Science and Technology – MCAST and the St Joseph Junior Lyceum we set up was transferred to Tas-Samra, in Ħamrun.

1994-1995 I was promoted to head of school by interview placing 3<sup>rd</sup> out of 25 applicants. I was posted at Żebbuġ Boys' Secondary School, a very difficult school, on the eve of the opening of the scholastic year. It was my first experience as head of school and it was tough, especially having only one assistant head instead of two, and six teachers less than the full complement of 36 besides having 400 very difficult, mostly unmotivated students.

In this difficult situation I was not a disciplinarian (an argużin in Maltese) but an educator trying to educate 11 to 16 year olds. I had four Form 3 classes of 14 year olds, 25 by 4 = 120 students who, before I was posted there, had been promised being sent to a trade school after completing their Form 2 but who were left in my school for another year against their will. They did not want to study academic subjects but hands-on trades so, being unmotivated, they used to disturb the lessons. Life for the teachers and for me was very difficult. I used to go home very tired and perplexed. I even thought of retiring early but I held on and did the best I could.

1995-2000 I was transferred to Hamrun Primary School A, Vincenzo Bugeja Street. Here I had the best time of my life as head of school with two assistant heads and a very good teaching staff complement of twenty teachers and kindergarten assistants and very well-behaved 3 to 7 year olds, about 400 pupils in all.

I called the school "Salvino Spiteri Primary School A" in honour of a Hamrun citizen, a trade unionist of great principles, founder of the Malta Government Clerical Union, today's Union Haddiema Magħqudin - Voice of the Workers and an ex-Catholic Workers College, Oxford student like me.

My teaching staff and I had a very good working relationship. The parents were very happy and proud of the school administration and staff.

In all I spent 27 years teaching and 12 years administering schools. Educating was always the career I liked and wanted. If you ask me, the best time of my life was when I was teaching. I really liked the class and today I miss teaching and I also greatly miss the staff room where we used to meet and discuss our challenges and also have some free time together.

Along with the above I was chairman and expert member of various Public Service Commission and Education Department selection boards for the employment of teachers of Business Studies, Commerce, Accounts, Economics, Office Practice and Management and Civics for the last 12 years.

The National Examinations Board appointed me the National Examiner of the General Knowledge and Current Affairs paper for the recruitment in all grades of the civil service, parastatal bodies and the banks for the last 12 years.

***NB: In the Appendix Chapter 8 page 230 called Education Department, there are 36 corresponding, scanned documents and photos.***

## **CHAPTER 9      UNIVERSITY EXPERIENCE**

**University of Oxford & Plater College, Oxford 1964-66 (Ex-Catholic Workers College); Royal University of Malta (RUM), Tal-Qroqq 1969-72 and New University of Malta, Msida 1979**

### **University of Oxford and Plater College, Oxford**

Having entered the Malta Naval Dockyard as an electrical apprentice at the age of 14, I never thought I would have any university experience later on in life. However, the first opportunity came in 1957 when at the Dockyard Technical College (DTC), Senglea, I was chosen to go and continue my studies in Chatham, England as an Equal Opportunity Scheme student, a scheme that offered promising Maltese apprentices a chance to continue their studies with British apprentices in British Universities. Due to being the only bread winner at home I did not go. I finished the four year course at DTC with a First Class Certificate. Only 20 of the 240 apprentices who entered the Malta Drydocks with me in 1954, finished the four year course. This educational achievement gave me the chance to be trained in Management at the Malta Drydocks when Bailey took over and I also gained a lot of experience in industrial relations and trade unionism whilst at the docks. Despite my success at the Drydocks, I never felt at home there and after a beneficial seven years work experience for life, I decided to leave the Malta Drydocks to take up my dream of a teaching career with the Malta Government Education Department.

My university experience started in 1964. I won a competitive Malta government scholarship award at the Catholic Workers College, Oxford, later called Plater College for its founder Fr Charles Plater S.J. I spent two years at the residential College on Boars Hill, Oxford, reading for the Oxford University Diploma in Economics and Political Science. Plater College had a special relationship with the University of Oxford. It was associated with the university and its mature students were given the chance to attend all the lectures organised by the University of Oxford in its various colleges and use all the university libraries for research since they would ultimately all sit for the Oxford University Diploma.

The Catholic Workers College was founded by the Jesuit priest Fr Charles Plater and supported financially by the bishops of Great Britain. Its aim was to give the chance for a university education to mature Catholic leaders (over 23 years of age) in the social, community, trade unionistic, economic and political fields. Malta's Prime Minister Mr Dom Mintoff, a Rhodes Scholar himself at Oxford in the 1940s, in the 1950s, agreed with the Catholic Workers College authorities to send mature Maltese leaders in the social, economic and political fields on the two-year course. The college prepared its mature students either for the Oxford University Diploma in Economics and Political Science or the Diploma in Social Work and Administration. Fr Charles Plater S.J., the founder, was a sick man and after being advised about the healthy Maltese climate, he actually came to Malta to recuperate in 1921 but died here. He is buried at the Addolorata Cemetery where later on in life we Platernians subsidised and set up a commemorative plaque.

Some well-known Maltese personalities who have attended the college and on their return given a great contribution to Maltese society, besides myself are: Ġorġ Agius ex-Secretary General of the GWU; Martin Vella Haber ex-Guidance Officer Education Department; Lino Spiteri ex-Labour Minister of Finance; Salvu Felice Pace Journalist and NP Ghasri Local Councillor; Tony Mifsud ex-Director Family Welfare; Charles Galea ex-CEO of Malta Trade Corporation; Michael Sacco ex-Gozitan Civil Servant; Carmelo Gaffiero ex-CEO Malta Employers Association; Joe Barbara ex-Manager Malta Drydocks; Paul Balzan Economist; Nazju Abela NP Activist; Edward Scicluna ex-Labour Minister of Finance and present Governor of the Central Bank of Malta; Ġorġ Saliba ex-Malta

Ambassador at the USA; Emmanuel Ellul ex-Governor of the Central Bank of Malta; Lino Briguglio Professor of Economics; Alfred Baldacchino ex-MP; Salvino Spiteri founder of the Malta Government Clerical Union today called Union Haddiema Magħqudin - Voice of the Workers; Prof. Godfrey Pirota ex-Dean of the Faculty of Public Policy; Frans Camilleri ex-editor of the Malta News and ex-PRO & Research Officer Air Malta; Stella Sant ex-head mistress; Joe Grech ex-trade unionist and Peter Paul Grech ex-head of school and father of the ex-Malta Attorney General with the same name.

It was a great experience for me to mingle with so many foreign students at college and the university, but especially at the Oxford Union Society, many of whom ended up in the political parties, trade unions, government service and local councils of their respective countries. The Oxford Union Society was the students' house with a very well-equipped library, debating hall and students' club. At the weekly Oxford Union Society Thursday debate which I never missed, I had the opportunity to listen to speeches by Harold Macmillan, Harold Wilson, Edward Heath, Reginald Maudling, Norman St John Stevas, Robert Kennedy, Malcolm X, Martin Luther King and Tariq Ali besides other promising future politicians.

Doing research at the Bodleian Library and attending lectures at the schools (where we sat for our final university examinations) and at various university colleges, was an unforgettable experience.

At Plater College, in the JCR (Junior Common Room, i.e. the student body) I was elected vice-president of the JCR and also sports secretary.

The two year life at the College consisted of six, eight-week terms with a three-week vacation in between each term. During the three-week vacations and the summer holidays we had to leave the college residence. So I booked educational tours with the National Union of Students to Scotland, the Lake District, Dartmoor, Ireland, Paris, Zurich and Vienna. During one of the vacations I attended a one-week course for youth leaders on Youth Service in the UK at the Matlock Training College, Derbyshire.

At Plater College we spent six, eight-week terms reading six different papers, one in each term. The papers were: Principles of Economics; Economic Organisation; International Economics; Political Theory; Comparative Government and Modern British History. We also studied Moral Philosophy according to St Thomas and Social Ethics based on papal social encyclicals, all during the two years. The study consisted of eight tutorials in each term, having to prepare and defend an eight-page essay each week with your tutor. To supplement our studies we used to attend various respective lectures at the different university colleges.

I obtained the University of Oxford Diploma in Economics and Political Science after sitting successfully for the six Oxford University, three-hour long examinations, all in one week. At the end of June 1966, exactly when I finished my university examinations, the World Cup started in England. I was lucky that I had to stay in England for another month just in case I was called for a viva before the final result. So nine months before, I managed to buy all World Cup tickets for the matches to be played at Wembley Stadium. It was an unforgettable experience, watching England advance to and win the final. I shall never forget Mexican supporters singing and wearing their sombreros supporting their team; the great saves by the famous Russian goal-keeper Yashin; the great Portuguese player Eusebio crying while going into the dressing room just below the stand I was in, after losing the quarter final against England. But the most unforgettable moment was the last minute goal scored by Schnellinger for the German team to draw at 2-2 and take Germany to extra time which England won 4-2, including that dubious third goal.

### **Royal University of Malta (RUM), Tal-Qroqq**

On my return from Oxford in 1966, I taught Civics for four years at St Joseph Secondary Technical School, Paola. In late 1969 I won a competitive Malta Government Scholarship award for serving teachers to read for an Hons Degree in Economics, Public Administration and Management at the RUM.

On the basis of already possessing the Oxford University Diploma in Economics and Political Science, I asked for and was granted an exemption from the first year of the course, joining straight in the second year of the 1969-72 course.

Being a mature student with work experience, in 1971, I was chosen by Dr Gerard Kester to prepare and deliver a speech on 'Alternative Industrial Relations Systems in Malta' during a National Seminar he organised on the subject. My speech is scanned in Chapter 9 in the Appendix.

Dr Kester was a visiting Professor specialising in workers' participation in industry, coming from the Dutch university of The Hague. He spent three months lecturing to us on the subject.

There were four themes to be presented in the National Seminar and commented upon by leading Maltese industrial relations experts among whom were Dr Carmelo Mifsud Bonnici, Industrial Relations Legal Advisor to the GWU and author of the present Industrial Relations Law in Malta; Mr Joe Attard Kingswell, GWU Secretary General; Mr Albert Manche, Secretary General of the Malta Employers Association; Mr Guido Callus, Secretary General of the Confederation of Malta Trade Unions; Dr Ċensu Tabone, Minister of Labour and Social Welfare; Mr Richard Matrenza, Industrial Relations Consultant representing the Malta Labour Party and Dr Josie Muscat representing the Nationalist Party.

The theme of my speech was "Tripartite National Bargaining without Participation in Planning". Dr Carmelo Mifsud Bonnici was one of those who commented favourably about my presentation. I am proud to say that the present 2020 Malta Council for Economic and Social Development (MCESD) greatly resembles my presentation of 1971, nearly fifty years ago.

A copy of the booklet on the ***National Seminar on Alternative Industrial Relations Systems in Malta 1971*** published by Dr Gerard Kester with all the presentations and comments, can be accessed at the Malta University Library, Melitensia Section.

Our course 1969-72 was the first to graduate at the new auditorium of the University of Malta at Tal-Qroqq, Imsida, after it moved from St Paul's Street, Valletta. I graduated on the 22<sup>nd</sup> November 1972, on Malta University Foundation Day, and my graduating thesis was called "Trends in Expenditure on Education in Malta", a copy of which can be accessed in the Melitensia Section of the Malta University Library.

The course for me was another great university experience in a mixed group of 25 young and mature students, led by the Dean Prof. Salvino Busuttil who was so close and friendly with us. Assisting him was the Hon. Judge Prof. Wallace Gulia who despite his handicap, having half his body paralysed, used to come to give us his lectures in Administrative Law regularly. Lecturer Mr Joe Curmi from the Civil Service used to teach us Theory of Management.

At this time the total university student population was a few hundreds. Today it is over 13,000 students. We, the mature students in my course, were from the Civil Service, the Education Department and the Central Bank among whom were Economics Prof. Lino Briguglio; Economists Dr

John Grech and Dr Lino Delia; GRTU Director Mr Vincent Farrugia; Civil Servants specialising in European Affairs Mr Edwin Causin and Mr Joe Muscat Baron; Mr Lino Soler, Civil Servant from the Ministry of Finance, Lecturer in Financial Accounting and Director at Gazan and Corinthia; the Hon. Minister Lino Spiteri; and the Governor of the Malta Central Bank, Mr Emmanuel Ellul.

Among our other young classmates were the successful businessman Mr Emanuel Piscopo of the famous Piscopo Gardens; ex-president of the Malta Union of Bank Employees the deceased Mr Joe Agius from Siggiewi; Mr Joe Libreri; Mr Vincent Cassar ex-manager BOV; Mr Tony Aquilina of Aquilina Publishers and others who continued their studies in the USA. The above list shows the academic strength of our course.

At the same time, at the University there were such well-known persons as President Emeritus Ġorġ Abela, the Hon. European Court of Human Rights ex-Judge Dr V. Degaetano, ex-Prime Minister Dr Lawrence Gonzi, ex-Minister Dr Austin Gatt, ex-Deputy Leader Mr Louis Grech and his wife Ms Maria Ganado, ex-Magistrate Dennis Montebello, Prof. Charles Briffa Department of Maltese, Mr Tonio Portuguese ex-head Public Broadcasting Services, Mons. Richard Borg, Mr Charles Galea Scannura ex-registrar of examinations and the president of the Valletta FC Mr Victor Sciriha who was our Arts Faculty football coach a team of which I was a player.

After finishing the B. A. (Hons.) course I intended to continue my studies at the University of Malta for a Master's Degree in 'The Economic Exploitation of Malta's Geographical Location'. I was discussing the thesis with my future tutor Prof. Peter Serracino Inglott when he lost his appointment at the university due to Mr Mintoff's troubles with the university. Later on I applied for a British Council Scholarship for a Master's Degree in the UK, but was not successful. Having in the meantime started to form a family it became more difficult to continue my studies in the evening together with my full time teaching career, so I dedicated myself to my teaching career and to raising a family.

***NB: A report I presented to the Establishment Division on the degree course, together with other relevant documents can be found in Chapter 9 University Experience in the Appendix.***

### **New University of Malta, Msida**

There was a time when Mr Mintoff's government was at loggerheads with the Royal University of Malta (RUM) in Msida and he set up another university calling it The New University. It was also in Msida but in the building today housing the Junior College.

In 1979 after a public call for applications I was chosen by the Dean of the Faculty of Education of the New University to lecture for a whole unit of eight lectures and conduct eight seminars on 'Lifelong Education, based on the European Experience' to 4<sup>th</sup> year B. Educ. Hons students.

I am proud to point out that one of my ex-4<sup>th</sup> year students, Dr Michael Aquilina, later on in life became the Dean of the Faculty of Physical Education at the Royal University of Malta under whom my youngest daughter Gabrielle graduated with a First Class Honours and became a PE teacher. Later on, she read for and obtained her Masters in PE at the University of Ottawa, Canada, as a Commonwealth Scholar.

***NB: In the Appendix Chapter 9 page 264 there are 52 scanned documents related to my university experience.***

## **Consultant with ETC on Older Workers**

### **Chapter 10      EMPLOYMENT AND TRAINING CORPORATION (ETC) (Malta's Employment Agency, today known as Jobsplus)**

A few months after retiring from my teaching career in the government education department as a head of school at the age of 61 on the 2<sup>nd</sup> June 2000, I became fed up of doing nothing worthwhile, so at the invitation of Fr Edgar Busuttil S.J., I joined him in teaching illiterate adults and children at the Jesuits' Paolo Freire Institute in Żejtun, which had just opened. I was a volunteer teacher there for thirteen years.

While there, an unexpected opportunity cropped up. The CEO of the Employment and Training Corporation (ETC) Mr John Camilleri (God give him eternal rest), while on a visit for the Institute's official opening, presented me with a challenge. He said to me and I quote: "Victor I know that you have studied economics and political science in Oxford. I have a problem at ETC and wish to have someone qualified to prepare for me a study on what the other member states of the European Union are doing to solve the problem of the over 40s unemployed. Will you take the challenge?"

I thought about the offer and told him that if I were given six months to prepare the report I would accept. When I had collected all the relevant local information plus had conducted a deep study of what the other member states of the EU were doing to solve the problem of the over 40s unemployed, I presented a 133-page report to the ETC management. We met for three two hour meetings in which I presented my findings and recommendations and thought that my job there was finished.

The day after the last meeting I received a phone call from the CEO of ETC inviting me to join them on a part-time basis, to put into practice my recommended initiatives. And for eight years (2001 to 2008) I dedicated myself to helping older workers find employment. It was one of the most satisfying experiences of my life after the 39 years of teaching young people civic and commercial education and administering schools.

My major contributions during my eight years at ETC were the following:

- **A Report on Jobseekers 40 Years And Over**-In the middle of 2001 I was approached by the ETC CEO to prepare a detailed study on "What other EU member states were doing to solve the problem of the Over 40s unemployed who were finding it very difficult to find employment and to propose initiatives for Malta.
- **My Published Research Work on Older Workers**-So that the above initiatives could be put into practice I wrote many articles in the press on the value of employing older workers and to entice older workers to seek retraining and employers to hire them. To achieve our aim I used to organise one-day seminars on ETC's retraining programmes and the present demands in the labour market for those registering in the previous month.
- **Training And Employment Exposure Scheme (TEES Over 40s) EU ESF 17**-This scheme was introduced to find employment for around 500 Over 40s unemployed by retraining them for 6 months in a trade on demand in the labour

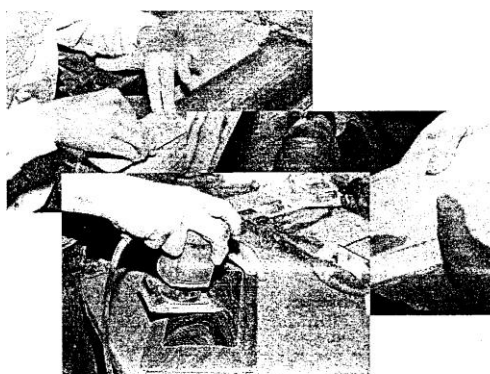


*market and give them another 6 months work placements whilst earning the minimum wage from ETC for the full year followed by a three-year subsidy to employers if they keep them in their employment.*

**Below is to be found the Contents and Recommendations of my report commissioned by and presented to ETC in April 2001 called: *A Report on Jobseekers 40 Years and Over*, follows:**

Victor Mifsud  
2007

# A REPORT ON JOBSEEKERS 40 YEARS AND OVER



BY

VICTOR MIFSUD

FOR THE

E.T.C.

(EMPLOYMENT AND TRAINING CORPORATION)

MALTA

**NOVEMBER 2001**

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### **ABOUT THE AUTHOR – Victor Mifsud**

Born on 4<sup>th</sup> September 1939 in Żejtun, now living in Fgura; married and has three children.

47 years working life, starting at the age of 14 years as a Dockyard Apprentice in the electrical trade and proceeding to become a teacher of Civics later called Social Studies and Commerce, later became an assistant head of school, a head of department of Commercial Subjects and retiring as head of school, in the Education Department.

Primary education at Żejtun, Paola and St Michael School, Fleur-de-Lys.

Secondary education at H.M. Dockyard Technical College, Senglea.

Read - Pedagogy at St Michael's College of Education, St Julian's;

- Economics, Public Administration, Management, Philosophy and Statistics at the Royal University of Malta;
- Economics, Political Science, Social Ethics and Philosophy at Plater College (ex-Catholic Workers College), Oxford.

Lectured at the New University of Malta, Msida on Lifelong Learning to 4<sup>th</sup> year B.Educ. Hons) students.

Organised and/or participated in various Conferences and Seminars locally and abroad in Devonshire (Youth Leadership), Oxford University (Economics and Political Subjects), Brussels (European Union), Liege University, Belgium (7<sup>th</sup> World Assembly of Youth), Strasbourg (The Council of Europe and Journalism), Bonn (Youth and Human Rights) and Berlin (Malta Government Delegation studying youth work in Germany), Malta (lectured during a European Civics seminar organised by the Council of Europe).

Ex-president of the Malta Catholic Action Youth Section in Żejtun;

Ex-president of the Malta Youth Consultative Council representing the majority of Malta's national youth movements;

Ex-vice president of the Students' Representative Council and sports secretary at Plater College, Oxford;

Ex-secretary of the Malta Catholic Social Guild;

Ex-delegate, school's committee member and life member of the Malta Union of Teachers;

Chairman and expert member of various public service commission and education department selection boards for the employment of teachers of Business Studies, Commerce, Accounts, Economics, Office Practice and Management and Civics for 12 years;

National examiner of the General Knowledge and Current Affairs paper for the recruitment at all grades of the civil service, parastatal bodies and banks for 12 years;

Carried out and published research work on workers' participation in Europe and Malta, industrial relations systems, family life in Malta, housing, the aged and Malta as a centre of peace in the Mediterranean.

Voluntary teacher of children and adults, unemployed illiterate people at the Jesuits' Paolo Freire Institute, Żejtun (2000 to 2013).

Co-ordinator of E.T.C. programmes for jobseekers over 40 years of age for eight years (2001-2008).

The co-author and the brain behind the ETC launched scheme called TEES for the over 40s (Training and Employment Exposure Scheme) EU ESF 17 funded to the tune of around €12 million.

An expert member of the ETC-MEA Joint Management Consultative Committee to run scheme TEES (over 40s).

Project administrator for 4 years of the EU ESF 3.66 Literacy Project funded to the tune of more than €128,000 at Paolo Freire Institute, Żejtun. (2009 to 2013).

Likes country walks, biking, swimming, dancing, tennis and football, classical, operatic and Italian music.



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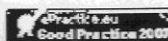
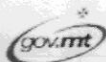
**Media Releases**

**Links**

## Documents and other Resources

Below one can find useful documents for download:

1. MANUAL FOR OVER 40 WORKERS SEEKING EMPLOYMENT (14.0 Version; Verżjoni bil-Malti)
2. CHALLENGES AND SOLUTIONS IN FINDING EMPLOYMENT (English versions dated)
3. EVALUATION SHEETS - ANALIZI TAT-TWEGIBIET GHALL-MISTOQ SITWAZZJONI TA' DAWK BLA XOGHOL, IS-SERVIZZI TA' L-ETC U IHADDEM. (Maltese & English versions available)
4. FAQs ABOUT CONDITIONS OF WORK
5. BENEFITS & ADVICE TO EMPLOYERS, MANAGERS, AND HUMAN PERSONNEL RE THE OVER 40 WORKERS (OLDER WORKERS)
6. JOB SEARCH METHODS
7. BRIEF REPORT OF THE ONE-DAY SEMINAR FOR THE OVER 40s HELD AT THE ARKA FOUNDATION IN GOZO
8. EQUAL OPPORTUNITIES FOR OLDER WORKERS - Report on the r Evaluation Sheet of a one-day Seminar held on 10th May 2007. (Maltese versions)
9. MIZURI FAVUR IKTAR IMPIEG, B'MOD SPECJALI TAN-NISA
10. REPORT ON THE FINDINGS OF THE OVER 40'S SEMINAR HELD ( OCTOBER 2007 AT NCC HAMRUN
11. AGE MANAGEMENT STRATEGY – Draft Policy Proposals to Policy M Need of an AMS
12. PRE-RETIREMENT SEMINAR: 'QED NOQROB BIEX NIRhttp://etc.gov.mt/docs/programme.docTIRA – NIKBER U NIBQA' A Thursday 03-04-08 - REVISED PROGRAMME
13. PRESS RELEASE ON THE PRE-RETIREMENT SEMINAR - 03-04-08
14. RAPPORT TAS-SEMINAR GHALL-OVER 40 NEW REGISTRANTS –
15. GOOD PRACTICES ON ACTIVE AGEING FROM OTHER EU COUN



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## **TRAINING AND EMPLOYMENT EXPOSURE SCHEME (TEES Over 40s) EU ESF 17**

We, at the ETC, applied for EU social funds and obtained 5 million Malta pounds (about €12 million) for TEES (over 40s) funded 85% ESF and 15% national funds. We recruited about 500 jobseekers over 40 years of age and gave them 6 months training in a trade of their choice and 6 months job placements with an employer as per the demands of the labour market. The ETC paid them the national minimum wage for the whole year, expecting their employer to give them permanent employment after a year in the TEES scheme. Employers were expected to give them a higher wage than the minimum wage and were also offered wage subsidies for the next three years if they employed an over 40s unemployed from scheme TEES.

At first the intention of the ETC was to make the scheme voluntary but due to poor initial response later decided to make it compulsory for the registering over 40s unemployed to receive training unless they had a valid reason for not joining, otherwise they would be struck off the unemployment register and lose their social security benefits.

The great majority of the recruits were permanently employment after finishing the one year period in the TEES scheme.

ETC's counterpart in Germany organized a three day conference for EU member states to exchange what other countries were doing to beat the challenges facing older workers in trying to find employment.

Our CEO Ms Sue Vella recommended me to attend. In Leipzig I had the opportunity to present to all the EU representatives our successful Training and Employment Exposure Scheme (TEES) for the Over 40s unemployed. The conference greatly welcomed our initiative which was followed by a number of questions and discussions both during the plenary session of the conference and during our free time.

On my return to Malta I drew up a number of recommendations which were also sent to the Ministry of Finance as a pre-budget document proposal. It was called "Good Practices for Active Ageing from Other EU Countries 15-09-2008 p. 1 to p. 6 " .

***NB See pages 371-376 in the Appendix Chapter 10.***

***NB Below is to be found a flyer and my published material used to sell TEES to employers, managers and jobseekers over 40 years of age.***

### Benefits of the Scheme

The Malta Employers Association and other constituted bodies are invited to procure full time indefinite employment to successful candidates completing the scheme. The jobs must offer a weekly remuneration of not less than Lm60 in the first year, of not less than Lm62 + COLA in the second year and of not less than Lm64 + COLA in the third year of employment. During work exposure, employers are to provide work related to the training received by the employee from the ETC.

When employing TEES participants on completion of the scheme, employers receive subsidies for three years

### More information from:

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Tel: 2220 1615 • Fax: 2165 3448,  
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E-mail: [info@outlookcoop.com](mailto:info@outlookcoop.com)



# TEES

## Training & Employment Exposure Scheme

### Objectives:

- To encourage employers consider unemployed aged 40 and over as efficient and productive, and to show employers that the experience of these prospective employees pays.
- To retrain unemployed aged 40 years and over in areas where they can be re-integrated in the labour market.

# TES Training & Employment Exposure Scheme



What are the aims of the scheme?

- Maturity
- Experience
- Loyalty
- Continuity
- Expertise
- Dedication
- Discipline
- Acceptance of authority
- Managerial ability
- Customer care especially in the retail trade.



Joint Management Consultative Committee

- The scheme is run by a Joint Management Consultative Committee, chaired by a representative of the MEA and made up of representatives of the following organisations:
- The Malta Employers Association (MEA)
  - The Employment and Training Corporation (ETC)
  - Outlook Coop, the management company of the scheme

Training and Work Exposure

**Phase I** In the first four weeks TES participants follow a core skills training programme highlighting motivation and self-esteem raising practices. They undergo a skills sampling and aptitude test to identify their job inclinations.

**Phase II** In the next 24 weeks participants undergo intensive training in skills in high demand in the labour market as established by the

**Phase III** In the next 22 weeks participants are engaged to an employer for the work exposure phase of the scheme, hoping to perform so well that the employer would offer full time indefinite employment at the end of the scheme.

The duration of Phases II and III is flexible

Throughout the whole year of the scheme TES participants receive a weekly remuneration of Lm55 plus bonuses, all paid by the ETC. Their conditions of employment are governed by law. For the purpose of this scheme the probationary period is 13 weeks. Participants who abandon the scheme without a just cause are to refund the difference between the wages received and social benefits entitled for the period they spent on the scheme. Moreover, they have to refund their training costs pro rata.

Participants are to attend for training and work exposure on a 40-hour week basis. No half days will be observed in summer.

Benefits to Employers and the Scheme

Employers' organisations procuring full time indefinite contract jobs at the end of the scheme are awarded a bonus of Lm100 for each participant who completes one year in employment.

Employers' organisations who successfully completed TES or an alternative full time contract within the end of each year receive a bonus for every employee kept for more than 13 weeks. The bonus is Lm500 for the first year and Lm250 for the second year.

Advantages to Employers

- Training is provided and paid by the ETC in the first six months of the scheme.
- During the six month employment exposure employers do not pay wages and NI. They are paid by ETC.
- Employers have the option of employing a trained employee who has proved himself/herself during the six month employment exposure.
- When employing TES participants on completion of the scheme, employers receive subsidies for three years as explained above.

*To all the members of the Joint Management Consultative Committee of TEES*

**MY PUBLISHED MATERIAL ON TEES**

Please find attached copies of material I have published, as agreed in previous meetings, with the aims:

:

- To increase awareness of TEES with employers and human resource managers and
- To enhance the chances of good placements for TEES participants.

1. Article on THE TIMES of Tuesday 17<sup>th</sup> December 02 entitled:  
**The value of employing the older workers (Over 40s).**
2. Article on THE EMPLOYER magazine, issued by the MEA, issue No 79 entitled:  
**Experience Pays Scheme: TEES for the Over 40s – Calling all employers and human resource manager.**
- 3 THE TIMES editorial of Friday 20<sup>th</sup> December 02 entitled:  
**Unemployment benefits: Checking abuse** – on my presentation at the Press Conference on MISCO's research findings from the non-participants in TEES.
- 4 I am presently **preparing other material to be published** with the above aims in mind but particularly **to enhance the overall chances of employment of the over 40s unemployed.**
- 5 I think it is time that **we hold a discussion in the JMCC of TEES on: How can we improve Scheme TEES for the over 40s to launch it again with more success in the future.** I am also working on such a document.

Victor Mifsud  
Officer-in-charge: Programme Over 40s  
6<sup>th</sup> January 03

***NB: In ETC Chapter 10 page 303 in the Appendix, there are nearly 80 scanned research documents and published articles.***

## ***National Recent-Past Events In Malta***

### **CHAPTER 11 MALTA'S RECENT-PAST SITUATION 2015, 2017, 2018, 2019**

Following the brutal murder of journalist Daphne Caruana Galizia on the 16<sup>th</sup> October 2017, I published the following letters to the editor in the *Times of Malta*. I did not like the character-killing style of her blog but I appreciated her investigative research work on Maltese politically exposed persons and was deeply shocked by her assassination.

Two years after her assassination many of her revelations were proved right and she brought about the downfall of the Joseph Muscat economically successful but corrupt era. According to him he resigned “għax hekk kien hemm bżonn” i.e. “because it was necessary”.

Evidence provided in court shows that Castille was involved in the murder of Caruana Galizia but all those involved had all the time in the world to remove all traces of evidence before they faded away from the scene without even being investigated. The proper, supposedly independent, constitutional institutions were headed by “yes men”, who had every interest to protect who put them in that position. Today these probable criminals are running around freely with impunity.

New faces replaced the disgraced old ones with a lot of promise, positive signs at first followed by u-turns and the promised change faded out within a short time falling into the policy of “kontinwità”. Some personnel were replaced but by other yes man. As the saying goes “the more things change the more they remain the same”. This was also said by one of the cabinet ministers who continued to say that in this country there is a law for the gods and another for the people.

Caruana Galizia did not only bring about the downfall of Joseph Muscat but she also tarnished the new opposition leader before he was elected and divided the opposition into two factions leading to no real alternative government.

Looking for an alternative on the other side of parliament one finds the opposition in tatters, some of its MPs not accepting the democratic election as per statute of their new leader and trice demanding his resignation. This was followed by mass resignations of their party executives and the “kontinwita” persists on both sides of the house. They have now forced an election for a new leader of their party.

For the last seven years we had a pathetic situation with the majority of gullible Maltese citizens feeling satisfied simply because their pocket is slightly more padded than it was in 2013 and before - “bi ftit ċiċri iktar”, while the chiefs are probably making thousands if not millions out of the shady deals of the past seven years. To hell with good governance, transparency and accountability promised in 2013! Maybe if the new prime minister heeds his father’s advice more than his godfather’s advice, these promised ethical principles will improve.

Hopefully, when the new prime minister has more governing experience things will improve after his baptism of fire piloting Malta through the coronavirus pandemic.

***NB: Below you can see the published letters I sent to the Times of Malta.***



### **CONSTITUTIONAL CONVENTION NOW. - TOM 27/10/2017**

As a sign of goodwill from the government towards the shocked nation, now is the time to set the ball rolling for the setting up of the Constitutional Convention which would propose the long required changes to the Malta Constitution.

Or if no such action is immediately taken, should not such an initiative be taken up by the representative of the Maltese nation: The Hon. President of the Republic?

Victor Mifsud

Fgura.

### **CALLING A CONSTITUTIONAL CONVENTION AND ITS COMPOSITION—TOM 09/11/2017**

So according to the Prime Minister during the debate on strengthening our institutions, we do need to amend the Malta Constitution but not during his term of office i.e. in the coming five years but after he leaves.

That is not what the shocked citizens of our beloved country are feeling at the moment. The need for a Constitutional Convention is imminent. One hopes that the guardian of our constitution, the President of the Republic will take immediate steps to call a Constitutional Convention.

If this is not done I appeal to the civil society network to take the initiative and call a Constitutional Convention inviting all who feel that they have a contribution to make, especially all constituted bodies, to participate. The conclusions will be presented to parliament through the speaker of the house.

Although finally it is the two main political parties that have to vote by a two thirds majority the long awaited changes to the Constitution, we, the Maltese citizens, have to show them that we do not want constitutional changes that will suit them perfectly when any one of them is in office. We want an amended Constitution that will put the common good of all the Maltese nation first and foremost.

Victor Mifsud

Fgura.

### **MONEY, OPIUM AND VALUES - TOM 20/11/2017**

Your excellent Thursday November 9<sup>th</sup> editorial “Opium for the postmodern age” brought to my mind the following thoughts. As you have very well concluded “for many, it is money in the pocket that counts - opium”.

In life today there is too much stress on making money, as if that is all that we need to live a decent life. But life experience has taught us that though money is important, it is not all. So many rich people are not happy despite having all the money they want. And so many people lack enough money to live decently and still they are happy. So what is the answer?

There are greater values in life that can make us happy even without enough money at our disposal. Our forefathers were happy with much less than what we have today and with much larger families to support and were happy.

A collective effort is needed to encourage our Maltese citizens, especially the young, to go back to the basic values of life that our society cherished not so long ago. Honesty, a clean conscience and correctness in earning money with dignity, uprightness, fairness, altruism, tolerance, sharing, true friendship, faith in God, the belief that there is good and it should be done and that there is bad and it should be avoided, that money is not all in life, true love, the great joy of family unity, raising children and reciprocal love, educating ourselves, striving for good health, job satisfaction, discipline, good citizenship, respect for our neighbour and towards authority, helping others in need, striving for our rights but doing our duties too, enjoyment of the environment where the sun, sea, sky, fresh air and the countryside are all free to enjoy.

The collective effort should come from national authorities, politicians seeking the common good and being ready to serve others and not themselves, the church, the professions, constituted bodies, trade unions, journalists, parents, educators of whatever subject and level, youth leaders, law enforcement officers and all other citizens of good will.

We need to go back to basics and learn to forget our present selfish attitude to life based only on making money and making more money which finally does not necessarily mean a better and happier life in society. We need to learn again to be ready to wait and not expect immediate satisfaction in our life wishes. Try this and for sure you will see that a return to the above basic life values will give more personal satisfaction and happiness in life than money can give.

Victor Mifsud

Fgura.

#### **COSMOPOLITAN MALTA - TOM 21/12/2017**

Malta does not need to become cosmopolitan by importing cheap, unskilled, third country nationals to work here.

Instead, our Maltese labour force would be better utilised by shedding the thousands of unskilled workers employed politically, uneconomically and inefficiently during the last five years with government departments, parastatal corporations and quangos. Quangos are administrative bodies created outside the Civil Service with senior members appointed by the government.

These cushy, politically employed workers should be put on the Jobplus unemployment register, given unemployment benefits, trained using EU funds to become skilled in the trades on demand at the moment and in the future and employed in the private sector where they will be efficiently and economically employed. But most importantly, they should then be paid adequately, not given the minimum wage.

However, this is not wanted by those who employ them. Although the above is economic sense, politically it is not wanted as they mean votes during election time. Many of these workers do next to nothing except sign in and out daily.

The idea of the need to import unskilled, third country nationals is another ploy invented by developers, contractors, businessmen and employers who, while amassing millions in profit, want to be able to employ cheap foreign labour from countries whose minimum wage is much lower than our minimum wage. Thus, coming here, these foreign workers will earn more than in their own country by being employed on our minimum wage or in clandestine employment or joining the masses working in precarious employment.

Third country nationals will also have a negative impact on the lower end of the rental market by competing with minimum income Maltese citizens, not to mention other various bad effects of a further ethnically mixed population. We welcome wholeheartedly those who are saved from drowning, but are we now going to import other cultures ourselves, considering the small physical size but large population of Malta?

But what is important is that we appear a grandiose country with skyscrapers and foreign workers. Big projects mean big money and big percentage cuts (see report of Commission Against Corruption presided over by a retired judge). Underemployment of Maltese workers in cushy, inefficient employment with government departments does not matter because people's taxes make good for political patronage and attract votes!

Victor Mifsud

Fgura.

### **Liberal and Progressive Malta - TOM 15-07-2018**

Little by little Malta is joining the most liberal and progressive countries. We have up to now introduced divorce, same-sex marriage, morning after pill (MAP) over the counter, marijuana for medical use and now embryo freezing.

Judging by the recent setting up of a government committee made up completely of ladies from the left of the political spectrum one can now forecast what is coming next.

Probably next will be surrogacy, euthanasia, marijuana for recreational use, abortion first under the usual four conditions called excusable i.e. rape, incest, handicap and unwanted pregnancy. This will for sure later on, little by little, lead to full abortion services when requested under our health system.

And now, besides the opposition of the so-called "fringe" pro-life group and two ex-cabinet members, we also have the rebuke of the President of the Republic, in a very quick signing followed by a statement, of the ex-Embryo Protection Act (EPA). And the president is an ex-member of the present government who did not emulate her previous incumbent who did not sign the same-sex law in his last month in office. She chose to protect her few remaining months in office by trying to please everyone and actually please no one.

And Malta will have become completely liberal and progressive, under the electoral manifesto disguise of equality and non-discrimination conveniently quoted as a supposed mandate.

I pity the future Maltese generation who will have to live in this liberal and progressive Malta, where everyone is free to do whatever he/she likes without any sense of responsibility for their actions with all the great social problems that these so called liberal and progressive ideas will create. This is

what happened in other countries. But they will tell you that this will create more jobs like social workers, psychiatrists, psychologists, lawyers, notaries, medical services, etc.

What we really need is to educate ourselves and our future generations more, to have more discipline and self-control, responsible sex, be more altruistic and less egoistic, encourage the natural method of fertility which is 80% successful compared with the 25% success of IVF, and not expect immediate satisfaction in everything we wish or want.

We have a government that has created (badly distributed) wealth, but also undermined the strong foundations of the Maltese family and society under the umbrella of equality and non-discrimination.

Our government MPs have been bought by giving each one of them not just the €20,000 honoraria but also other government appointments e.g. chairman of a board or authority, consultancies amounting in all to the salary of a Minister (€55,000) or more. They will be committing political suicide if they vote according to their conscience, or go abroad for some reason when the crucial vote is taken. I am sure that a percentage of Government MPs were conscientiously against the recent amendments to the EPA. But the opium of money has prevailed.

This is the democracy we are living in, re our Constitutional Institutions, nearly all having been weakened, staffed and dominated by lackeys. What happened to the supposed Constitutional Convention?

Economic booms are not permanent and the time will come when the Maltese will become more mature and realise that they have been fooled by a little more money in their pockets. The rich are becoming richer and the poor are becoming poorer. The tide will turn.

Victor Mifsud

Fgura.

#### **VACANT CONVENTS - TOM 7<sup>th</sup> October 2018 - Appeared on TOM under the title of "Church's contribution to Maltese society"**

A number of religious order convents for males and females are currently nearly vacant. Why not turn them into old people's homes? This service is in great demand at the moment and will be in much greater demand the more the ageing Maltese population increases.

A very much needed social service to the old people in Malta would be provided and provincials would also be putting their vacant convents to a much more rewarding use. These vacant convents are a scarce, dead resource at the moment. It would also put the respective religious order's finances in a much better position.

One should do it on a professional basis by taking legal advice and holding ownership. Then provincials should ask for quotes from professional developers, for religious-private partnerships and turn these vacant convents into state of the art old people's homes. Professional managers and professional medical practitioners to run the enterprise could be employed, whilst charging a decent fee for entry.

Once I went for a cultural visit to a magnificent, large, quasi-vacant convent just outside Mdina and as a joke I told the guide that had Napoleon Bonaparte seen this place he would have occupied it. I did not know that that was what Napoleon actually did in his short stay in Malta. But today we believe in the right to private property.

For sure, in the future these vacant convents will not be needed for the few future religious monks and nuns' vocations. If this is done, religious orders will be following Archbishop Scicluna's recent pastoral appeal and Pope Francis's social teachings, although for another much needed social service in Malta.

Praiseworthy initiatives of this sort have been taken by the church in Malta recently and also in the past:

The Archbishop's Curia in conjunction with Hospice Malta are turning ex-Adelaide Cini Institute and its grounds in Santa Venera into a respite centre for palliative care, an institute and grounds worth 8 million Euros on the open market.

Years ago, the Jesuits turned their convent into an old peoples' home in Naxxar, then administered by the Malta Catholic Action.

The nuns of Jesus of Nazareth Institute in Żejtun opened part of their vast convent as a night shelter for the old.

The Malta Catholic Action, through its indefatigable leader Mons. Mikiel Azzopardi, bought an ex-British services place and opened that great monument for the handicapped: id-Dar tal-Providenza in Siġġiewi.

Innumerable Institutes for orphans and destitute children were opened by various religious communities.

Night shelters for those without a home to sleep in and homes for battered women have been opened.

Very recently two religious congregations, the Agostinians and the nuns of St Joseph have made two homes available as hostels for Gozitan students studying in Malta who cannot afford the exorbitant rents being demanded.

Any other forward looking, wise, male and female religious provincial? Let us continue with these praiseworthy church contributions to the Maltese community.

Victor Mifsud

Fgura.

NB: Feeling the weight of my age of over eighty years, still having a family to support and protect and living in a country where good governance is still a wish, I called it a day on writing and publishing on local socio-political issues. I think I have done my part as best I could, hoping, that others with a social conscience will take up the calling and continue to influence public opinion on life's real social values and ethical principles.

**NB:** Before all the above I published the below contribution in the *Lehen is-Sewwa* as part of a series of 73 articles which were later published in book form by the Social Assistance Segretariat of the Malta Catholic Action, entitled *L-Anzjanità Attiva*.

#### **L-ANZJANITÀ ATTIVA - LEHEN IS-SEWWA - 22-03-2015**

F'żgħožiti trabbejt fl-Azzjoni Kattolika u hemm nibtet il-ħajra li nġhallem. D'ħalt electrical apprentice d-Dockyard u hemm irċevejt edukazzjoni teknika first class. Tlaqt, tħarriġt il-Kulleġġ St Michael u sirt Għalliem taċ-Ċivika u l-Kummerċ għal 27 sena, kif dejjem xtaqt, u rtirajt ta' 61 sena wara li għaddejt 12-il sena bħala Assistent Surmast u Surmast. Irtirajt mill-istress tal-karriera. Issa ma nagħmel xejn iżjed u noqgħod nippassiġġa, nġhum u naqra. Hekk għedt kif irtirajt. Imma wara ċertu żmien bdejt niddejjaq u ħassejt li nista' nkun attiv iktar u kuntent. Dik li nkun iktar utili la għadni niflaħ, rebħet.

Iddeċidejt li nagħtiha għall-volontarjat, wara li l-Ġizwita Patri Edgar Busuttil stedinni mmur nagħtih daqqa t'id fl-Istitut Paolo Freire li kien għadu kemm fetaħ iż-Żejtun, biex jgħalliem lill-adulti bla xogħol u li kienu illitterati. M'hemmx qligħ ta' flus qalli. Għedtlu niġi u hekk għamilt għal aktar minn 10 snin. Il-volontarjat wassalni li nibda naħdem part-time fuq proġett utili ħafna u li tani sodisfazzjon kbir.

Kien is-Sur John Camilleri, il-Bambin jagħtih il-mistrieħ, dak iż-żmien Kap Eżekuttiv tal-ETC, li fi żjara li għamel fl-Istitut Paolo Freire, fejn kien qed jibgħat lil dawk li kienu illitterati u kienu qed jirreġistraw għax-xogħol, li talabni biex nagħmillu studju dwar x'inhuma jagħmlu l-pajjiżi tal-Unjoni Europea fuq il-problema ta' dawk li kellhom iktar minn 40 sena u jisfaw bla xogħol.

Dawn isibuha diffiċli ħafna biex jerggħu jsibu x-xogħol. Għaddejt 8 snin nagħmel xogħol part-time l-ETC li tani veru sodisfazzjon ngħin lil dawn l-adulti. Hemm poġġejt fil-prattika ħafna mit-tagħlim li tgħallimt fl-Universitajiet ta' Malta u dik ta' Oxford fejn studjajt l-Ekonomija, ix-Xjenza Politika u l-Amministrazzjoni Pubblika u għaddejt ilhom l-esperjenza li ġbart matul iż-żmien. Ħassejtni utili u għadni kapaċi.

Ergajt iddeċidejt li nieqaf għalkollox. U hekk għamilt għal xi żmien. Dik li nħossni utili la għadni b'saħħti għelbitni u sibt part-time job ieħor li tani sodisfazzjon għal madwar erba' snin oħra. Hdimt fuq proġett tal-Unjoni Ewropea fuq il-Litteriżmu, ma' Patri Vincent Magri, Direttur tal-Istitut Paolo Freire, iż-Żejtun.

Issa bdejt inħoss l-istress tal-ħajja mgħaġġla tal-lum u allura wara li spicċajt dan il-proġett, irtirajt u din id-darba ddeċidejt li xogħol impenjattiv iktar ma nagħmilx.

Attivitajiet oħra li qed nagħmel huma li ngħin lil uliedi fit-trobbija ta' wliedhom u sseħibt fl-Università tat-Terza Età, fejn niltaqa' kuljum u noħroġ ma' dawk tampari u fl-istess ħin nitgħalliem iżjed mill-ħafna lectures interessanti li jkollna minn lecturers tal-Università ta' Malta.

Wieħed jista' wkoll jissieħeb f'għaqdiet oħra lokali soċjali, kulturali u religjużi u jipprattika xi passatemp għas-serħan tal-moħħ. Tajjeb ukoll li nżommu ruħna attivi fiżikament billi mmorru nimxu, ngħumu fis-sajf fil-baħar u fix-xitwa f'xi indoor pool u nissieħbu f'xi gymnasium.

Iktar ma nżommu ruħna attivi u okkupati iktar inħossuna aħjar.

Victor Mifsud



***A sample collection of each of the above publications in the TOM and Lehen is-Sewwa gathered together in one scan could be found in page 373.***

# APPENDIX

A List of scanned photos and files of my talks, panel-member discussion points, chairmanships, reports and my published research work, according to chapters in the contents.

## Appendix Chapter 1 Scans

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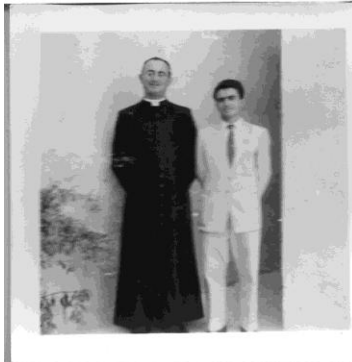
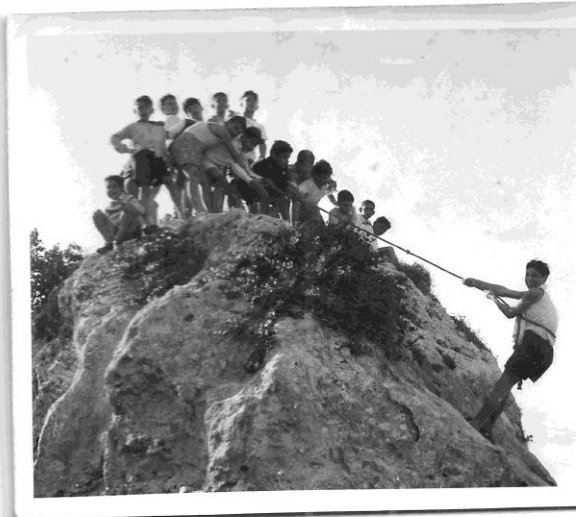












## CATECHISM CONTEST Zejtun Boy's Feat

BY A STAFF REPORTER

It was a Red Letter day for Joe Mangion, a Zejtun boy, when in the annual Diocesan Catechism Contest he scored 239 points out of a maximum 240 to emerge this year's winner.

Floriana Parish Church was the venue for the Contest organized recently by the Male Aspirants Section of the Malta Catholic Action. Sixteen parishes were represented and each young contestant had earlier been chosen "Prince" in a catechism contest organized by the Male Youth Section of his parish.

These aspirants sat in front of the main altar on a decorated platform, facing a large audience of young people from all over the island, as well as prominent leaders of Catholic Action.

### "Grace and the Sacraments"

Presiding over the contest was His Lordship Mgr. Galea, the Vicar General. The judge was Mgr. Professor G. Lupi and the four examiners in the text studied for the year "Grace and the Sacraments" were Father Charles G. Vella, Father S. Fenech, Father S. Borg and Canon V. Borg.

The St. Gregory Catholic Action Choir sang hymns

and solo items of sacred music in between the various events that highlighted the contest.

An address was read and a bouquet presented to His Lordship by two aspirants. Then the results of the Annual Diocesan Written Examination in which 465 Aspirants participated from 30 Catholic Action Parish Centres was read out.

The results were: Anthony Frendo (Qormi, St. George) 95 marks out of 100; Lawrence Zrinzo (Hamrun) 94; Godwin Calafato (Hamrun) 91; Charles Dimech (Hamrun) 90; Anthony Bonanno (Zejtun) 90; Mario Azzo-

pardi (Hamrun) 89; Lino Soler (Gzira) 85; and Gaetano Naudi (Hamrun) 85.

### The Finalists

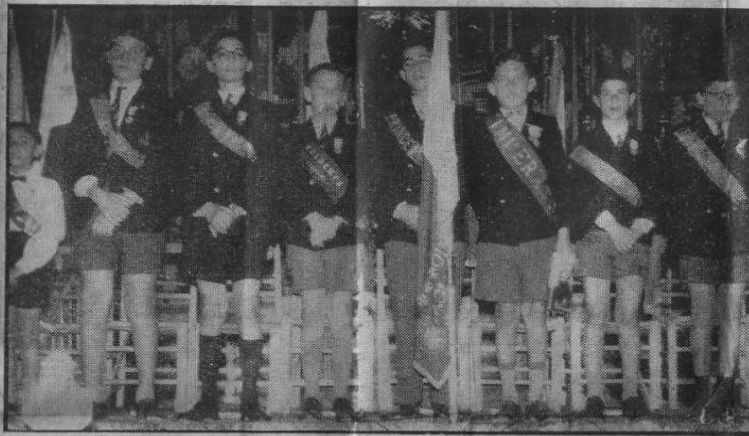
The conditions for the Diocesan contest were read out by the judge and the examiners in turn, and after the presentation of prizes to each finalist, the contest was initiated.

The results were eagerly awaited since most of the contestants gave accurate answers. The contest proved

to be a very close affair.

First, with only one mark less than the maximum 240 points, an outstanding feat, was Joe Mangion of Zejtun. A close second, with two points less, was Joseph Mifsud of Birkirkara and snaring third place, with 230 marks, were Paul Sultana of Valetta and Charles Borg of Balzan.

His Lordship delivered a short address of thanks and congratulated both the organizers and the contestants.



Joe Mangion (third from right), the winner of this year's Diocesan Catechism Contest, photographed with other contestants.



# Hello!

mahruġ mill-Kumitat Organizzattiv tal-Quddiesa taż-Zgħażaġh, Zejtun.  
AWISSU, 1970

Forsi kultant tisma xi zgħażaġh fostna jgergru fuq il-hafna ligijiet li skond kif jidrilhom, huma żejda fil-pajjiż. Pero' forsi dan jghamluh ghax qatt ma kellhom iċ-ċans li jifhmu sewwa l-htiega tal-ligi.

Il-ligi tal-pajjiż hija s-sisien ta' soċ-jetà magħmulha minn ċittadini hielsa. Hija thares lill-pajjiż min-nies li ma jridux jafu b'ordni, kif ukoll thares li-ċittadin kontra xi mexxejja tal-pajjiż li jippruvaw jiehdu d-drittijiet tiegħu.

Kull ligi, filwaqt li għandha tkun magħmula biss minn min gie elett mill-poplu demokratikament, għandha, min-barra li thares id-drittijiet ta' kull ċittadin, thares ukoll il-gid komuni min-ghajr ma tagħti l-ebda privileġġi lil xi whud għad-detrimet ta' l-ohrajn.

Għalkemm iċ-ċittadin ma hux skużat mill-htija jekk il-ligi ma jafhiex, daww li qed imexxu għandhom jaraw li l-ligi hija magħrufa minn kulhadd biex din tista' tkun obduta.

## Rendikont ta' Gunju-Awissu 1970

Kitarri .....	£5
Karità	
— Sorijiet ta' Gesù	
Nazzarenu	£6 10s.
— Sorijiet tal-Qalb ta' Gesù .....	£4
— Servizz voluntarju	£2

£18 10s.

## Attenti

għall-Hamis,

10 ta' Settembru

zommu

dit-data

libera!

Kull ligi għandha l-kastig għal dak li ma' jobdhiex, però kull ċittadin akkużat għandu jitqies minn kulhadd bħala innoċenti sakemm il-htija tiegħu tkun ippruvata.

Il-ligi tal-pajjiż ma' għandhiex tindahal f'ċerti azzjonijiet li għalkemm huma immorali, però' huma privati min-natura tagħhom — sakemm dawn l-azzjonijiet ma' jmorru kontra l-gid komuni.

Il-ligi, meta hija ġusta, għandha tkun obduta, għalkemm mhux kull ligi hija ġusta, p.e. ligi li tordna diskriminazzjoni razzjali, reliġjuża jew politika. Daww li jidrilhom li ligi ingusta ma' għandhomx jobduha, jridu jkunu lesti li jsofru l-kastig tagħha sakemm l-awtorità proprja tiddikjara dik il-ligi ingusta.

Nispera li dawn il-ftit punti jservu sabiex aħna ż-zgħażaġh nifhmu aħjar il-htiega tal-ligi fil-pajjiż u aktar ngħoż-žuha u nharsuha.

# Hello!

mahrug mill-Kumitat Organizzattiv tal-Quddiesa taż-Zghazagh, Zejtun.  
AWISSU, 1970

## L-AMERIKA, IZ-ZGHAZAGH U D-DROGI

Kont qiegħed naqra artiklu interessanti fuq dawk li jiehdu d-drogi fl-Amerika, u haġa ta' l-iskantament sibt li madwar 4 miljun ruħ xi derba hađu d-drogi, fosthom hafna zghazagh. Għala numru daqshekk qed jaġhmli dan?

Id-drogi huma kimika li tista' tittiehed forma ta' pillola, jew injection jew haġiġa li tigi mpejpa. Tiehu liema tiehu, min jehodha jkun irid li b'xi mod jinsa xi dwejjaq li għandu u wkoll iħoss ċerta sensazzjoni li mingħalih sejra tagħmlu kontinwament ferhan. Iżda nstab li għalkemm dan isir momentarjament, wara jiġri li min jehodhom jaqa' f' "depression" kbira ta' dwejjaq u għalhekk ikun irid jerġa' jiehu aktar biex ighaddilu. B'hekk jiġri li generakment isir "a drug addict", jiġifieri persuna li ma tgħaddix mingħajr id-drogi. Wiehed ma jistax hawn ma jsemmix il-periklu kbir għas-saħħa li dawn id-drogi għandhom b'mod speċjali jekk jittiehdu ta' spiss jew f'doża qawwija.

Riflessjoni interessanti li sibt fl-aħħar ta' l-artikolu taħid hekk: "Huma



Il-Good News Singers, il-grupp ta' studenti Għawli li bdew il-kant folkloristiku f'Malta, għadhom kemm hargu l-ewwel diska tagħhom. Din jismha "Ejja Infaktru lili-Mulej". Tinsab għall-bejgħ mill-Iwienet kolha tad-disk.

## KEMM FADALLEK

### HAJJA?

Xi tkun ir-rejazzjoni tieghek, kieku ma tiflahx, tmur ghand it-tabib, jeżaminak, ikemmex xufftejh u jghidlek: "Jiddispjaċini, M'ghandekx iktar minn sentejn jew tlieta hajja?"

Tfajla Amerikana, studenta fl-università ta' ta' Chicago, sabet ruħha f'din is-sitwazzjoni. Mardet bil-lewkemja u għalkemm għad għandha 22 sena ma fadlil-riex iżjed minn 3 snin hajja.

Wahda tabiba fl-istess spart ta' Chicago, Elizabeth Kobler-Ross, stiednet lil

### NIFIRHULU

F'19 Settembru 1970, l-Arċipriet jagħlaq 25 sena sacerdot. Ahna, f'isem iż-żgħażaġh nixxjequ nifirhulu u nawnurawfu "Ad Multos Annos". Il-Kumitat organizzattiv għandu l-hsieb li fit-13 ta' Settembru, jorganizza quddiesa speċjali għalih.

### Qed inadddu x-xtut

Għaqda turi x'inhu b'dak li tagħmet mhux b'dak li tghid. Il-Għaqda Teens and Twenties qed turi bi-fattu l-imhabba tagħha għall-komunità. F'dawn l-aħħar qingħat iż-żgħażaġh tagħha maru f'xi bajiet u naddfu x-xtajta kif inness.

Kull wiehied u wahda minna nistgħu nappoggawhom billi kull darba li morru f'xatt il-baħar inżommu n-nadif.

### IL-HIPPIE U L-PULIZIJA

Zagħhugħ hippie dhaħ l-għassa tal-pulizija ta' Seneca Falls, New York wara nofs il-lejl u stajga mnejn jista' jiddobba ftit flus għall-petrol biex jasal sal-belt ta' Buffalo, 100 mil bogħod. Il-pulizija tal-għassa newwiltu 5 dollari minn butu, mingħajr l-ikien tama li qatt se jehodhom lura.

Iżjed tard il-pulizija ta' Seneca Falls ir-ċeviet ittra b'sitt dollari go fiha. Kienet tidda bil-kelma "Dear (Għadiz) . . ." u fiha kien hemm dal-kliem:-

"Hawn issib 6 dollari għal dak il-pulizija li li sliġni 5 dollari għall-petrol nhar is-Sibt li għadda. Il-karta li fuqha kelli mniż-żel ism tlietha, Grazzi hafna. Milli jgħer ċerti pulizija mhmieq mill-aħħar wara kol-lox".

U flirna "Young Hippie Peace Freak".

din it-tfajla biex tmur għal seminar fl-isptar u tghid lil grupp ta' nies kif thoss-ha issa li taf li dalwaqt tmut. Għal Dr. Kobler-Ross din kienet wahda mill-200 pazjent li ntervistat.

Din it-tfajla tkellmet bil-kalma kollha u b'kuraġġ liema bħalu fuq il-familja tagħha, fuq kif ittrattawha fl-isptar, u anki wr'et kif talsibha fuq il-mewt.

Tkellmet xi ftit ukoll fuq Alla. "Meta kont żgħira dejjem emmint f'Alla. Għadni nemmen".

Jekk għalina Alla huwa xi hadd, mhux xi haġa, xi hadd li jgħu hsiebna u li għandu interess fina, nibqgħu nafdawh anki fil-mument iebesin ta' hajjitna. U din hi l-fidi f'Alla.

### (Ikompil mil-paġna 1)

hafna dawk iż-żgħażaġh li jabbandunaw 'l Alla, ikunu dissodisfatti bis-soċ-jeta', li qed jgħixu fiha u jahasra jahsbu li permezz tad-drogi ser jirrangaw is-sitwazzjoni. Fil-fatt dawn ikunu qed jaharbu mis-sitwazzjonijiet li jkunu fihom flok ma b'kuraġġ ta' żgħażaġh jiffaċċjaw u jirbhu l-ingustizzji u dak li b'xi mod ikun qed jagħmilhom skuntenti".

Hawn Malta dan il-vizzju ikrah ukoll diehel b'xi mod. Nisperaw li ma jkomplix jxtered.

“Dun Salv kien saċerdot b’sens kbir ta’ missjoni. Ma fetaħx iċ-ċirkolu biex ikollu fejn iqatta’ l-ħin, iżda biex jagħmel l-appostolat mat-tfal u ż-żgħażaġh. Kien veru dixxiplu ta’ Kristu u appostlu Tiegħu. Kien jixtieq jara lil dawg ta’ madwaru, speċjalment meta minn tfal kienu bdew isiru żgħażaġh, mimlijin heġġa għall-appostolat – biex jagħmlu l-ġid lil oħrajn.”

Tony Mifsud  
Editur

Dun Don  
Salv Bosco  
Galea taż-Żejtun

Dun Salv jinsab midfun fil-qabar numru 127B, Sezzjoni Santu Wistin, fiċ-ċimiterju taż-Żejtun.

**Dun Salv Galea**  
**Don Bosco taż-Żejtun**  
*Edukatur tat-Tfal u ż-Żgħażaġh*  
*mill-1952 sal-2003*

Ġabra ta’ kitbiet f’ġieħ Dun Salv  
minn ex-membri taċ-Ċirkolu tal-Azzjoni Kattolika  
Venerabbli Nazju Falzon, iż-Żejtun u oħrajn

**Kumitat Organizzattiv - Mafkar u Ktieb dwar Dun Salv:**  
Charles Galea, Benny Magro, Perit Charles Mangion,  
Tony Mifsud, Victor Mifsud, Trevor Żahra,  
ex-membri taċ-Ċirkolu tal-Azzjoni Kattolika  
Venerabbli Nazju Falzon, iż-Żejtun

Disinn tal-qoxra: Trevor Żahra  
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2019

Editur

**Tony Mifsud**

*L-Ewwel Segretarju taċ-Ċirkolu tal-Azzjoni Kattolika*  
*Venerabbli Nazju Falzon, iż-Żejtun*

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## PROGRAMM

- 1) Wasla tal-Eċċ. T. il-President – Daqq tal-Innu Malti
- 2) Indirizz minn Trevor Zahra
- 3) Indirizz minn Prof. Anthony Bonanno
- 4) Indirizz minn Victor Mifsud (bħala l-ewwel President tal-Azzjoni Kattolika)
- 5) Tony Mifsud jippreżenta l-ktieb lill-Eċċ. T. il-President
- 6) Diskors mis-Sinjura Doris Abela, Sindku taż-Żejtun
- 7) Nistiednu lill-Eċċ. T. jikxef il-mafkar u lir-Rev. Arċipriet biex ibierku.
- 8) Nistiednu lil Benny Magro jqiegħed bukkett f'isem dawk kollha li bbenefikaw mill-ħidma ta' Dun Salv. Is-Sinjura Tessie Bonnici tippreżenta bukkett lis-Sinjura Vella.
- 9) Nistiednu lill-Eċċ. T. jagħmel id-diskors tal-għeluq.

## ***Kxif tal-Mafkar ta' Dun Salv Galea fiz-Żejtun***

### **Diskors mill-President tar-Repubblika – Memorjal Dun Salv Galea**

Huwa verament ta' pjaċir u unur għalina li, flimkien magħkom illum, kważi fit-12-il anniversarju mill-mewt ta' Dun Salv Galea, infakkru l-memorja tiegħu, u aktar minn hekk inwaqqfu dan il-memorjal għal dawk ta' warajna biex infakkruhom f'dan il-persunaġġ Żejtuni li għamel tant ġid lis-soċjetà, speċjalment kif smajna, fil-formazzjoni taż-żgħażaġh, kemm għuvintur kif ukoll tfajliet.

Irrid nistqarr li, għalkemm dejjem għext iż-Żejtun, ftit li xejn kont naf jew kelli kuntatt dirett ma' Dun Salv. Jiena kont niffrekwenta aktar id-Domus fejn konna aktar midhla ta' Dun Manwel, Dun Ġuzepp Desira, u aktar tard Dun Alwiġ.

Dak iż-żmien li sar qassis Dun Salv, iż-Żejtun kien magħruf għan-numru kbir ta' saċerdoti li kienu joħorġu kull sena minn dan ir-raġal. Fil-parroċċa kien hawn numru sabiħ u kull wieħed kien jintefa' fuq qasam partikolari ta' ħidma parrokkjali.

Kif kont narah jien f'għajnejja, Dun Salv kont narah riservat, imma dejjem attiv. Nistqarr ma kontx naf x'ħidma kbira kien qiegħed iwettaq. It-testimonjanzi li qrajt fil-ktejjeb *Dun Salv Galea: Dun Bosco ta' Malta*, tefgħuli dawl ġdid fuq il-ħidma eċċezzjonali li kien qiegħed iwettaq Dun Salv.

Ngħid mhux biss eċċezzjonali, imma wkoll 'moderna' għal dawk iż-żminijiet.

Il-ħamsinijiet kienu żminijiet fejn il-Knisja u r-religjon Kattolika kienu restrittivi, u stretti ħafna. Il-Konċilju Vatikan it-Tieni ġie inawgurat mill-Papa Ġwanni XXIII qrib l-aħħar tal-1962, u ngħalaq fl-1965 mill-Papa Pawlu VI. Dak li ħareġ minn dan il-Konċilju ħa snin biex beda jiġi applikat fil-Knisja madwar id-dinja, inkluż hawn Malta. Qiegħed ngħid dan għaliex il-ħidma ta' Dun Salv qalb iż-żgħażaġh u l-komunità, sa mill-bidu tal-ħamsinijiet, kienet waħda li antiċipat dak li kien irrakkomandat fil-Konċilju Vatikan it-Tieni kważi b'għaxar snin... il-ftuħ biex tidhol arja ġdida fil-Knisja, it-tperriċ ta' ambjent li kien ftit li xejn magħluq, konservattiv, u ristrett ħafna fl-importanza li kienet tingħata lill-partecipazzjoni attiva tal-fidili, b'mod partikolari liż-żgħażaġh. Kienet Knisja li aktar tgħidlek x'għandek tagħmel, milli kienet lesta biex tisma' x'għandhom jgħidu l-fidili. Kienet Knisja li tibza' mill-bidla u li ftit li xejn kellha spazju lest għall-fenomeni taż-żgħażaġh li saru entità għalihom proprju f'dawk iż-żminijiet. Sa dak iż-żmien kont tibqa' tifel sakemm kif kienu jgħidu 'tarma l-qalziet twil', u minn hemm 'il quddiem issir raġel.

Il-ħamsinijiet u s-sittinijiet ħolqu s-settur taż-żgħażaġh, li qabel ma kienx jeżisti.

F'dan l-isfond, dak kollu li għedtu fuq il-ħidma ta' Dun Salv, li għal-lum ma jidher xejn straordinarju, joħroġ il-fatt ta' kemm kien qabel żmienu Dun Salv. Kien kapaċi jgħaqqad il-formazzjoni spiritwali mal-formazzjoni fizika u edukattiva. Kien jaf xi jridu iż-żgħażaġh. Mhux ippritkar biss, imma li jiddjalogaw ma' min lest jifhimhom. Min bħalhom iħobb l-eżerċizzju, l-isport, il-mużika, id-divertiment tajjeb, u aktar għarfien tad-dinja ta' madwarna.

Xhieda tal-ispirazzjoni u l-effett li kellu fuq iż-żgħażaġh Dun Salv insibuha mhux biss fil-motivazzjoni li rnexxielu jgħaddi lill-membri tal-Azzjoni Kattolika, imma fil-fatt li dawn is-snin kollha wara

tismagħkom titkellmu b'tant passjoni, b'tant heġġa, u b'certu sodisfazzjon, dwar dak li tghallimtu, u dak li rnexxielkom takkwistaw għall-formazzjoni futura tagħkom, mingħand 'il-Father'.

Dan hu l-wirt spiritwali u edukattiv li ħalla Dun Salv. Għaraf ikun modern, għaraf ikun qabel żmien, għaraf forsi anke jazzarda jdahħal sistemi ta' kif jiġbed lejha iż-żgħażaġh li sa dak iż-żmien ma kinux konvenzjonali. Ma nafux qagħadx kien imwissi mill-awtoritajiet ekkleżjastiċi biex ma jkunx modern iżzejjed. Ma niskantax kieku kien hekk!

Permezz tal-memorja ta' Dun Salv, ippermettuli niehu din l-okkażjoni biex insellem ukoll is-sacerdoti Żwieten li għadhom magħna, u lil dawk kollha li hallewna, li flimkien ma' arċipriet, wieħed wara l-iehor, għamlu l-almu tagħhom biex qdew il-bżonnijiet tal-parruċċani, kemm dawk spiritwali kif ukoll dawk fiżiċi matul is-snin.

Minn hawn insellmulhom u nirringrazzjawhom għall-ħidma tagħhom, u għall-ġid li wettqu, speċjalment meta l-kundizzjonijiet u l-kwalità tal-ħajja kienu ferm aghar minn dawk tal-lum.

Meta l-Knisja għaddejja sfortunatament minn mument diffiċli minħabba l-aġir xejn korrett ta' ftit sacerdoti, huwa ta' sodisfazzjon li aħna nikkommemoraw il-memorja ta' dawk is-sacerdoti bħal Dun Salv li huma xempju ħaj ta' kif għandhom ikunu s-sacerdoti.

Qabel nagħlaq irrid nirringrazzja lil dawk kollha li ġiehom l-idea li jitwaqqaf dan il-monument, u li ħadmu biex dan sar.

Finalment irrid nirringrazzja lill-arċipriet, u lis-Sinjura Sindku għall-kooperazzjoni tagħkom biex illum għandna dan il-monument ta' qassis Żejtuni, ħabrieġi u modern, li wettaq *missjoni* li ħalliet frott kbir.





## Dun Salv Galea



Dun Salv Galea twieled iż-Żejtun fl-1925 u gie ordnat saċerdot fit-3 t'Awwissu 1952. Huwa fetaħ iċ-Ċirkolu msemmi għall-Beatu Nazju Falzon li jinsab



Il-monument f'għieħ Dun Salv

fi Sqaq Bonito u minn hawnhekk, għal ħamsin sena sħaħ, hu ddedika ħajtu għall-edukazzjoni spiritwali u soċjali tat-tfal u ż-żgħażaġħ Żwieten. Dun Salv miet fit-22 ta' Lulju 2007 fl-eta' ta' 81 sena.



Dun Salv Galea

L-ex membri taċ-Ċirkolu, b'kollaborazzjoni mal-Kunsill Lokali, waqqfu mafkar f'għieħ Dun Salv f'Misraħ ir-Repubblika sabiex il-memorja tiegħu tibqa' għal dejjem.

***Diskors minn Victor Mifsud - l-ewwel president tal-Azzjoni Kattolika***

Eċċellenza Tabib George Vella President ta' Malta,

Mistednin distinti,

Eks membri taċ-Ċirkolu,

Ħbieb.

**Dun Salv Galea - L-ewwel 10 Snin ta' Ħidmitu bħala Edukatur tat-Tfal u ż-Żgħażaġh 1952-62**

**Ara d-diskors f'Kapitlu 1 pagna 7 u miegħu komplejt:**

Nixtieq nirringrazzja lit-tliet imħuħ li bil-ħidma kontinwa tagħhom sar dan il-Proġett jiġifieri lil Trevor Zahra, Benny Magro u Charles Galea u anki lil ħija Tony li ġabar il-kitbiet fi ktieb fuq Dun Salv u lill-Perit Charles Mangion li senza interessi ħa ħsieb il-permessi kollha meħtieġa.

Victor Mifsud L-Ewwel President (1956-1962) Ċirkolu Venerabbli Nazju Falzon,

Azzjoni Kattolika Maltija, Sezzjoni Ġuvintur, Żejtun, 20 ta' Lulju 2019.



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## PROGRAMM

**L-Ideal Taghna:** Nifhmu u nghinu aktar lil xulxin.

### Il-Hadd 20 ta' Settembru

9.00 a.m. Outing u Barbecue Party il-Gnejna, l-Imġarr.

### It-Tnejn 21 ta' Settembru

3.00 p.m. Żjara lix-xjuħ tal-Little Sisters of the Poor, fejn issir Play, Tombola, Magic Show mill-membri taghna 'Don Regal' u tqassim ta' helu, sigaretti, eċċ.

7.00 p.m. Fil-Mosta Y.C. — Competition tal-Billiards: Balzan Y.C. vs Mosta Y.C.

### It-Tlieta 22 ta' Settembru

2.00 p.m. Educational Tour — Casino, Dragonara.

4.30 p.m. Żjajjar lill-morda tal-Parroċċa.

6.30 p.m. Fl-A.K. Balzan — Competition tat-Table Tennis: Xebbiet A.K. Balzan vs A.K. Xebbiet, Msida.

### L-Erbgha 23 ta' Settembru

7.00 p.m. Fis-Sala Aurora: FORUM għall-ġenituri u ż-żgħażaġh taħt il-Presidenza tar-Rev. du Can. C. Sciberras, Kappillan. Suġġett: "Kif nistgħu nifhmu u nghinu aktara lil xulxin". Jieħdu sehem: Mrs. Carmen Carbonaro P.E.P., Mrs. O. Galea Enriquez, Miss Lucien Falzon, Mr. Edgar Goggi. Chairman: Mr. Victor Mifsud.

### Il-Hamis 24 ta' Settembru

5.00 p.m. Educational Tour — Civil Defence, Targa Gap.

7.30 p.m. F'St. Joseph Y.C. B'Kara: Competitions ta' Chess u Draughts: Balzan Y.C. vs St. Joseph Y.C.

**Nota** — Nixtiequ niringrazzjaw lill-poplu ta' Hal Balzan għall-inkuraġġiment u għall-kooperazzjoni li wera fl-attivitajiet taghna ma' tul is-sena li għaddiet. Hekk nisperaw li dan ma jonqosx fis-snin li ġejjin.

Meta tircievu dan il-programm li qed iservi bhala nvit, intom gentilment mitluba li toffru xi kontribuzzjoni għall-ispejjeż li għamilna. Gesù jpattelek kull ma tagħmlu favur iż-żgħażaġh. Grazzi ferm.

IL-KUMITAT

### Il-Gimgha 25 ta' Settembru

7.00 p.m. Fis-Sala Aurora: 'Discotheque' għaż-żgħażaġh 'Magic Show' mill-membri taghna "DON REGAL", 'games', 'raffles' 'Songs' eċċ. Dhul bl-inviti li jinkisbu mill-Youth Centre.

### Is-Sibt 26 ta' Settembru

5.00 p.m. sas 7.00 p.m. QRAR fil-Knisja Parrokjali u fil-Youth Centre.

7.15 p.m. Fiċ-Ċirkolu ta' l-A.K. Xebbiet: 'AT HOME' — mistiedna l-ġenituri kollha tal-membri xebbiet u ġuvintur; benefatturi u membri.

**Nota** Peress li mhux qed nibgħatu inviti, nixtiequ ferm li kemm il-ġenituri u anke l-benefatturi kollha jattendu.

### Il-Hadd 27 ta' Settembru

8.30 a.m. Fil-Knisja Parrokjali: Folk Mass għaż-żgħażaġh kollha, tesserament u konsagrazzjoni taż-żgħażaġh lill-Qalb ta' Gesù u lill-Qalb ta' Marija. Innu Malti.

### It-Tnejn 28ta' Settembru

4.30 p.m. Żjara u varjeta f'Villa Monsinjur Gonzi, Sig-ġiewi. Jingħataw rigali lid-dar minn kull membru bhala sinjal ta' mħabba.

### It-Tlieta 29 ta' Settembru

7.00 p.m. Fis-Sala Aurora: Serata Muzikali. Diskors ta' introduzzjoni mill-President tal-Balzan Youth Centre, Gino Axiaq. Jieħu sehem il-kor tat-tfal tal-Birgu 'I Piccolissimi' taħt id-direzzjoni ta' Patri George Grech O.P. Preżentazzjoni ta' tazzi lil Youth Centres rebbieha. Wara, jsir diskors bhala għeluq mir-Rev. du Can. Carmelo Sciberras, Kaappillan u Assistent Ekkleżjastiku tal-Youth Centre. Kulhadd hu mistieden. Tfal jidhru kemm-il darba jkunu mall-ġenituri tagħhom biss.

h-ideal tagħna?



u ngħidli

# FORUM : KIF NISTOCHU NIFIDU AKTAR LIL XULXIN

Nistieq li l-Forum ma' jidmexx aktar minn tlett kwarti. Inthom ser tkunu erba' 'speakers' fuq il- 'panel' , u ser ikollkom sitt mistoqsijiet. Kull 'speaker' huwa mitlub jgħati l-idea tiegħu fuq kull mistoqsija.

Jekk jgħabkom f'kull risposta ddusux aktar minn minuta u nofs.

## Mistoqsijiet għad-diskussjoni

1. X'inhuma l-kawzi ta' nuqqas ta' ftehim,
  - a) bejn genituri u wlied
  - b) bejn l-ahwa
  - c) bejn il-kbier
  - d) bejn superjuri u dawk ta' madwarhom p.e. fil-iskola u fuq ix-xogħol.
2. Jidrilkom li kullhadd għandu jkollu jaħsiba l-istess biex ikun hawn aktar ftehim ? (L-idea tat-tolleranza)
3. Kull wiehied minna għandu drittijiet. Kif jista' wiehied jikkwint jikkwista d-drittijiet tiegħu mingħajr ma' jgħid nuqqas ta' ftehim ma' haddieher? ( L-egoizmu u l-altruizmu )
4. Il-'generation gap' tista' tkun waħda mill-kawzi ta' nuqqas ta' ftehim. Kif jista' wiehied jgħieb din id-diffikulta ?
5. In-nuqqas ta' rgulija fil-wgħediet tagħna jista' jwassal għalik hawn nuqqas ta' ftehim. Taqblu inthom ma' dan, u kif jista' wiehied iżomm aktar il-wgħediet li jgħmel?
6. X'inhuma l-aħbar pariri tagħkom lil dawn il-genituri u aghazagh presenti biex aħna nifiduh aktar lil xulxin ?

Victor Bifsud

8 / 9 / 70

Chairman

i FIRRIKIDWI TAL-PROGRAMM INTERESSANTI.

Introd : 1. Kull wiehied minna huwa individwu.

2. Għala nqisu fl-unikità - Soġġet, - Differenzi ta

3. Tantrig ftehim b' nqisu fil-paċi.

4. Tgħid lakom li hemm b'għal qabel nifiduh aktar lil-kulmin  
hawn li nqisu sewwa li nifiduh qabel kollom.

Eva  
Xofel  
Eliu  
Maurice  
Kassi  
Nikola Dilibas



## **F'Għeluq il-ħames sena mill-Indipendenza ta' Malta**

**Kommemorazzjoni organizzata mill-Kumitat Ċiviku taż-Żejtun nhar il-Ġimgħa 19 ta' Settembru 1969 fil-pjazza taż-Żejtun**

### ***Diskors tal-okkażjoni minn Victor Mifsud***

Lil din l-art ħelwa, l-Omm li tatna isimha, ħares, Mulej, kif dejjem Int ħarist: Ftakar li lilha bil-ohla dawl libbist.

Hekk sellem il-kbir poeta nazzjonali tagħna Dun Karm fit-talba li hu kiteb u li aħna illum inkantaw bħala l-innu nazzjonali tagħna.

U hekk irrid insellem jien illum lil Malta indipendenti f'għeluq il-ħames sena mill-iktar ġrajja glorjuża fl-istorja ta' artna. Jekk qatt kien hemm żmien fl-istorja ta' artna li fih jien nixtieq li għext huwa proprju dan iż-żmien għax huwa l-uniku żmien li fih il-poplu Malti għandu d-drittijiet kostituzzjonali tiegħu, iż-żmien li fih, aħna liberi li nagħzlu t-triq li rridu aħna, iż-żmien li fih il-Maltin huma mmexxija mill-Maltin.

Però dan ma jfissirx li dawk ta' qabilna ma ppruvawx ikunu bħalna, iżda ċ-ċirkustanzi tal-istorja ma ppermettilhomx.

Malta ġzira żgħira fil-Baħar Mediterran bilfors dejjem kellu jkollna importanza, u proprju minħabba fil-fatt li aħna żgħar u importanti li kellna ngħaddu minn din l-azzjoni tal-barrani għal oħra li b'xi mod jew ieħor dejjem qies l-ewwel il-ġid tiegħu u dak tal-Maltin dejjem l-aħħar.

Bdejna bil-Feniċi li kienu l-ewwel nies li ġew jgħammru hawn. Dawn għarfu li minn Malta setgħu jilħqu lill-Ewropa, l-Afrika u kull naħa tal-Mediterran għall-kummerċ tagħhom. Għaddejna għal idejn il-Kartaġiniji u r-Rumani. F'dak iż-żmien tal-ħakma Rumana li beda fil-216 QK kellna l-ewwel sinjali ta' gvern għax Malta kienet meqjusa bħala 'Civitas Federata' jiġifieri belt tal-Imperu Ruman li kellha s-Senat u l-Maġistrati tagħha. Għaddejna mbagħad f'idejn l-Għarab li ħaqruna u fl-1090 sebaħ perjodu isbaħ meta aħna akkwistajna l-bandiera sabiħa tagħna mingħand il-Konti Ruġġieru, dik il-bandiera li Dun Karm sejilha "bajda bħas-silġ u ħamra bħad-demm". Iżda wara dan Malta għaddiet minn perjodu ikrah li fih gżiritna bdiet tingħata u tinbiegħ mir-rejiet Ewropej lil nies sinjuri li ħafna minnhom ħaddmu u ħaqru lill-Maltin. Anki wkoll f'dan il-perjodu ta' ħakma l-Maltin kien diġà kellhom dak l-ispiritu nazzjonali li illum lilna għamilna indipendenti. Il-Maltin ġieli qamu kontra l-ħakkiema tagħhom u marru quddiem is-slaten ta' Sqallija biex huma jtuhom id-drittijiet nazzjonali tagħhom.

Fl-1530 ġew il-Kavallieri ta' San Ġwann li, għalkemm ġabu ċerta prosperità f'Malta u anki ħallew ħafna teżori kbar, il-Gran Mastri kienu jmexxu lill-Maltin b'dominazzjoni sħiħa. Però l-Maltin, dejjem b'tama għal żmien aħjar, urew f'dak iż-żmien tal-Kavallieri kemm huma kienu jħobbu lil Malta. Biżżejjed wieħed isemmi l-Assedju l-Kbir tal-1565 li fih il-Maltin issieltu spalla ma' spalla mal-Kavallieri biex iħarsu s-sovrani ta' Malta mill-invażjoni Torka. Hawnhekk ma nistax ma nsemmix bħala Żejtuni l-parti attiva u deċiżiva li lagħbu ż-Żwieten għall-ħarsien ta' Malta tagħna. Iż-Żejtun, wieħed mill-ewwel irħula u l-aktar antiki ta' Malta, ra ħafna fuq wiċċu. L-ewwel ma niżlu t-Torok

meta invadew lil Malta fl-Assedju l-Kbir kien f'Marsaxlokk. Minn Marsaxlokk huma ġibdu lejn iż-Żejtun fejn saret l-ewwel taqbida ħarxa li fiha miet in-neputi tal-Gran Mastru La Valette. Hawnhekk għandna biex niftaħru għax l-ewwel nies li ġġieldu biex iħarsu l-indipendenza ta' Malta mill-ħakma Torka kienu ż-Żwieten.

U dan l-ispirtu nazzjonali Żejtuni kompli wera ruħu fi żmien il-ħakma Franciża. Jingħad li wieħed minn dawk li ġew iffuċillati ma' Dun Mikiel Xerri mill-Franciżi talli kkonfoffaw kontra l-Franciżi kien Żejtuni. Il-perjodu ta' sentejn tal-ħakma Franciża kienu iebsa wisq għall-Maltin għax fih id-drittijiet kollha tagħhom kienu ġew injorati, tant li ġiegħel lil poplu żgħir jeħodha kontra l-qawwa Franciża u ġiegħel lill-Franciżi jingħalqu ġol-Belt Valletta sakemm bil-pressjoni tal-Maltin u l-għajjnuna Ingliża u Naplitana huma ċedew u ħallew lil Malta.

Fl-1800 bdiet il-ħakma Ingliża. Il-Maltin, għalkemm aċċettaw li jiffurmaw parti mill-Imperu Ingliż, però dan għamlu taħt il-kundizzjoni kif insibuha fil-famuża Dikjarazzjoni tad-Drittijiet tal-Abitanti tal-Gzejjer ta' Malta u Għawdex. F'din id-dikjarazzjoni l-Maltin qalu li huma lesti li jaċċettaw lis-sultan Ingliż bħala s-sultan ta' Malta sakemm dan jagħraf bi dritt, li l-legiżlazzjoni u t-tassazzjoni jkun f'idejn il-Kunsill Popolari magħżul mill-Maltin. Hawnhekk bi pjaċir insemmi li ż-Żejtun kien rappreżentat f'Londra meta delegazzjoni Maltija marret Londra biex tfiehem lill-Gvern Ingliż xi jridu l-Maltin. Bħala wieħed mid-delegazzjoni kien hemm iż-Żejtuni Mikiel Cachia. Isimgħu x'kiteb il-Kummissarju Ingliż f'Malta lil Lord Herbert fl-Ingilterra meta bagħatlu informazzjoni sigrieta fuq id-deputati li telgħu Londra, hekk tkellem fuq iż-Żejtuni Cachia: "Mikiel Cachia, Inġinier tal-Militar u taċ-Ċivil, rappreżentant taż-Żejtun, dan bena l-batteriji kollha matul l-assedju tal-Belt Valletta u hareġ il-flus għan-nefqa tal-Gvern. Huwa magħruf tajjeb għall-għerf tiegħu fil-Kunsill u huwa l-aktar raġel popolari tal-gżira. Minħabba li hu raġel hekk sew u ta' ħila hu miġjub tajjeb ħafna u s-sinjur u l-baxx jemmu bih ħafna."

Fil-160 sena ta' ħakma Ingliża aħna rajna kostituzzjoni wara l-oħra kollha b'xi tibdil iżda l-ebda waħda qatt ma laħqet l-aspirazzjonijiet tal-Maltin għal tmexxija sħiħa tagħhom infushom. Fl-1919 kellna l-irvellijiet fil-Belt fejn ġew maqtula xi Maltin. Dan kompli rvilla lill-Maltin li talbu Self-Government. Għalhekk fl-1921 ġejna mogħtija kostituzzjoni li biha kellna Self-Government limitat għall-ħwejjeg nazzjonali biss, iżda ħafna items oħra kienu f'idejn il-Gvernatur Ingliż. Dawn kienu jissejġu 'Reserved Matters' u kienu jinkludu b'mod speċjali l-ordni pubbliku, id-difiża u l-affarijiet internazzjonali. Din il-kostituzzjoni tneħħiet fl-1936 sal-1947 meta konna mmexxjin bl-id dittatorjali tal-Gvernatur Ingliż u l-poplu Malti ma kellux ir-rappreżentanti eletti tiegħu. Fl-1947 reġgħet għet mogħtija kostituzzjoni bħal dik tal-1921, jiġifieri b'Self-Government limitat b'xi ftit tibdiliet oħra bħal pereżempju b'Kamra waħda flok bi tnejn. Is-Senat kien spiċċa u kellna biss ir-rappreżentanti eletti mill-poplu biex imexxu lil Malta fi sfera limitata bi ndħil mill-Gvern Ingliż.

Għalhekk fl-1953 il-Partit Nazzjonalista talab 'Dominion Status' għal Malta. Aktar tard il-Partit Laburista talab 'Integration' mal-Ingilterra fuq bażi ta' ugwaljanza sħiħa. Iżda fl-1957 il-Gvern Ingliż ħabbar ir-rundown tas-Servizzi Ingliżi minn Malta filwaqt li wera ruħu xħiħ mal-Maltin. Din l-attitudni ġabet il-famuża 'Break with Britain Resolution' li għaddiet fil-Parlament Malti unanimament mill-partiti politiċi kollha nhar it-30 ta' Diċembru 1957. Wara r-riżenja tal-Gvern Malti kellna perjodu ta' ħakma dittatorjali u kolonjali oħra tal-Gvern Ingliż permezz tal-Gvernatur Ingliż.

Fl-1962 reġa' kellna Gvern Malti elett mill-poplu. Iż-żewġ partiti prinċipali kienu talbu għall-indipendenza ta' Malta bħala parti mill-programm elettorali tagħhom. Għalhekk fl-20 ta' Dicembru 1962 il-Prim Ministru ta' Malta formalment talab l-Indipendenza ta' Malta. Dik l-indipendenza ta' Malta li l-poplu kien ilu tant jixtieq u li rnexxielu jieħu sentejn wara, fil-21 ta' Settembru 1964, b'kuraġġ, determinazzjoni, diplomazija, għaqal u fuq kollox bla ċarċir ta' demm.

Illum nistgħu ngħidu li Malta hija mmexxija mill-Maltin. Malta hija indipendenti. Iżda nistgħu ngħidu li Malta hija indipendenti f'kollox? Politikament iva, ekonomikament le. Però din ma hijiex xi ħaġa ta' Malta biss. Kważi l-pajjiżi kollha indipendenti, tneħhi biss xi ftit ferm mill-pajjiżi l-kbar, huma kollha dipendenti ekonomikament fuq pajjiżi oħra minhabba f'għajjnuna finanzjarja u minhabba fil-kummerċ ma' pajjiżi oħra. Malta llum hija pajjiż indipendenti u dan hu magħruf minn kulhadd. Minkejja ċ-ċokon tagħna aħna sirna membri tal-Ġnus Magħquda, il-Kunsill tal-Ewropa u l-Commonwealth b'qawwa ta' vot daqs kull pajjiż ieħor. Illum nistgħu nagħmlu, u fil-fatt għamilna, trattati ta' ftehim u kummerċ ma' pajjiżi oħra mingħajr l-indhil ta' pajjiż ieħor.

F'din l-isfera internazzjonali jien kelli x-xorti li nkun naf xi tfisser tirrappreżenta lil pajjiżek indipendenti f'laqgħat internazzjonali. Ftit tal-ġranet ilu kelli x-xorti li mmexxi delegazzjoni ta' tlieta fl-Assemblea Mondjali taż-Żgħażaġħ mid-dinja kollha li saret fil-Belġju. Kienu preżenti mas-sitt mitt żagħżuġ minn mija u għoxrin pajjiż differenti. Żgħażaġħ ta' kull fehma, kulur, reliġjon, politika u stat soċjali. Kelli l-unur li nara li Malta għandha l-post, il-vuċi, il-vot tagħha daqs kull pajjiż ieħor. Stajt inħossni kburi li qed nirrappreżenta lil art li, għalkemm żgħira, hija indipendenti, hija tagħna. U rajt kemm f'ħafna oqsma aħna żviluppati aktar minn ħafna pajjiżi oħra. U hekk hemm bżonn li nkomplu.

Illum aħna pajjiż demokratiku fejn iċ-ċittadin għandu d-drittijiet fundamentali tiegħu li huma mħarsa minn kostituzzjoni. Illum Malta hija pajjiż liberu mmexxi mill-Maltin, magħżula mill-Maltin għall-Maltin.

Apparti minn dan kollu, nistgħu ngħidu però li f'dawn il-ħames snin Malta għamlet mhux biss progress imma mxiet iktar 'il quddiem minn żminijiet oħra li fihom konna maħkuma? Naħseb li lkoll taqblu miegħi li sal-lum, minkejja l-problemi li nqalgħu pereżempju l-għeluq tas-Suez Canal, il-problema tad-Drydocks, ir-rundown tas-Servizzi u l-qgħad li qabel l-Indipendenza kien tant kbir, minkejja dan kollu, Malta mxiet 'il quddiem. Il-qgħad naqas ħafna u llum qiegħed komparabbli ma' ħafna pajjiżi oħra li għaddejjin mill-istess żvilupp. Wiċċ Malta nbidel, toroq, bini, servizzi, lukandi u fabbriki. L-esportazzjoni u d-dħul ta' foreign exchange mit-turiżmu kibru immensament. Dan kollu huwa dovut għall-kapaċità tal-mexxejja fil-gvern, għall-maturità politika tal-Oppożizzjoni, għall-mexxejja tal-ħaddiema, fuq kollox għall-ħaddiem Malti li issa ra li jenħtieġ li biex nieqfu fuq saqajna hemm bżonn li jaħdem bis-sħiħ u bil-kuxjenza. Dan il-progress huwa dovut ukoll għal dawk il-Maltin li għarf u jinvestu flushom hawn Malta biex b'hekk ħolqu attività ekonomika li minnha seta' jibbenefika kulhadd. Ejjew inkomplu f'din it-triq biex nagħmlu minn Malta veru pajjiż indipendenti.

Dan il-progress li sar ma jfissirx li ma hemmx xi jsir iktar. Pereżempju ejja nkomplu naħdmu ħalli kulhadd ikollu x-xogħol, ejja nqassmu aħjar, b'mod speċjali qalb dawk li l-pagi tagħhom huma żgħar, il-ġid li diehel f'Malta biex b'hekk jibbenefika kulhadd bil-ġustizzja. Mill-ħidma tiegħi qalb iż-żgħażaġħ ma nistax ma ngħidx li jenħtieġ li kemm fi programmi governattivi kif ukoll soċjali u edukattivi hemm bżonn li nagħtu aktar importanza u aktar ċans ta' partecipazzjoni liż-żgħażaġħ f'dawk il-ħwejjegħ li



jolqtuna direttament. Aktar edukazzjoni u ħarsien tad-drittijiet taż-żgħażagħ. Ejja ma nħallux min jixrob demm iż-żgħażagħ billi jhaddimhom sigħat twal u jħallashom bil-ħabbiet. Ejja nibnu aktar djar għall-għarajjes u familji numerużi. Però dan x'jista' jagħmel min hu fl-awtorità?

Hawnhekk nappella lid-deputati Żwieten ta' kull partit fil-Parlament ħalli kif sal-lum huma kollha ħadmu ħafna għaž-Żejtun, ikomplu jirsistu ħalli b'hekk kif kellu fl-imgħoddi, iż-Żejtun ikompli jkollu mexxejja nazzjonali.

Hawn forsi wieħed jistaqsi: "Imma jien li qed nisma' u int li qed titkellem x'nistgħu nagħmlu aħna biex ngħinu lil Malta, bħala veru ċittadini Maltin, ħalli pajjiżna jkun veru indipendenti?" Aħna li t-tmexxija tal-pajjiż ma tiddependix fuqna nistgħu nagħmlu ħafna.

L-ewwel u fuq kolloxx aħna għandna naraw li dak li hu dmir tagħna nagħmluh bir-reqqa kollha. Jekk int mara tad-dar ara li tieħu ħsieb sew l-edukazzjoni ta' wliedek kemm spiritwali u dik temporali. Hu ħsieb id-dar ħalli żewġek u wliedek ikunu kuntenti. Jekk int raġel tax-xogħol ara li tagħti ġurnata xogħol għal ġurnata paga. Irsisti ħalli martek u wliedek ikunu kuntenti. Tinsiex li pajjiż b'saħħtu hu dak li l-familji fih huma kuntenti. Jekk int ġuvni jew xebba ara li teduka ruħek sew ħalli tiżviluppa l-kapaċitajiet moħbija fik ħalli meta ssib għal xiex int tajjeb tużahom għall-karriera futura tiegħek kif ukoll għall-ġid tal-komunità li tkun qed tgħix fiha. Qatt tkun egoist iżda ara li bħalma tkun tajjeb, b'saħħtek u kuntent int, aħdem biex ħaddieħor ikun bħalek. Tinsiex li fejn hemm l-imħabba vera u l-għaqda hemm il-forza.

U jekk int tifel jew tifla ara li ġġib ruħek sew fid-dar, fl-iskola u fil-għaqda li tattendi. Eduka ruħek sew. Hobb lil Malta billi titgħallem fuq l-istorja tagħha u fuq il-Maltin kbar, hu ħsieb il-monumenti storiċi u l-postijiet ta' rikreazzjoni.

Hekk rajna li kulħadd jista' jgħin biex nagħmlu minn Malta pajjiż verament indipendenti. Però dan ma nagħmluhx bil-ħila tagħna biss, neħtieġu l-għajjnuna t'Alla.

Žgur li ma hemmx talba aktar f'waqtha hawnhekk mit-tieni strofa tal-Innu Nazzjonali tagħna:

Agħti, kbir Alla, d-dehen lil min jaħkimha

Rodd il-ħniena lis-sid, saħħa 'l-ħaddiem:

Seddaq il-għaqda fil-Maltin u s-sliem.

Victor Mifsud

Il-Ġimgħa 19 ta' Settembru 1969

Ahna dehrilna li jkun tajjeb  
jekk naqsmu d-diskussjoni fi  
tliet partijiet.

(i) Il-preparazzjoni għall-hajja  
fil-familja u fl-iskola; (2)  
il-kontribut taż-żgħażaġh fuq  
il-bank tax-xogħol u fl-ahharnett

(3) x'inhuma l-prospetti ta' dawk  
iż-żgħażaġh li jridu jimxu aktar  
il quddiem fis-soċjeta' maltija  
u fil-progress ta' pajjiżna.

Biex jiehdu sehem fid-diskuss-  
joni għandna magħna fl-istudio

Cut to Cam 3

pan

(1) s-sinjorina Maria Cachia

(2) s-Sur Abel Giglio

(3) " Victor Mifsud

(4) " Anton Depasquale

(5) " Joe Attard Cassar

Cut to T/C 1

Mute film  
Dur.

Q. Charles: Il-fabbrika biex  
nghidu hekk li fiha jinhadmu  
l-imhuh u l-kapaċita' tal-idejn  
hija l-iskola. Minn

dawn bejn/ skejjel tal-Gvern u

caption

privati għandna mal-mitejn u tletin,  
skejjel primarji, skejjel sekondarji  
u tekniċi, Istituti tekniċi, klassi-  
jiet ta' fil-ghaxija, ċentri ta'  
taħriġ industrijali, Training  
Colleges, il-Kulleġġ tal-Arti,  
Xjenza u teknoloġija u l-Universita'

Phall-Leaflet "Hello"

## FL'ETA TA' 18

### Fl-Ingilterra

Madwar zewg miljuni u nofs zghazagh li ghalqu 18 il-sena marru jivvutaw ghall-ewwel darba. Dan sar possibbli ghaliex il-l-ahhar Gvern Laburista ta' Mr. Wilson ghadha ligi li biha baxxa l-eta tal-vot ghal 18. Ikun interessanti hafna wieshed isib kemm minn dawn iz-zghazagh ghamlu uzu min<sup>n</sup> dan id-dritt gdid.

Hawn Malta ma' ghandniex vot ta' 18 il-sena izda ta' 21. Tkun haga sabieha li kieku f'Malta l-eta li fiha wieghdzagh jivvutaw titnizzel ghall-18 il-sena fi zmien hames snin ohra meta ahna z-zghazagh kollha jkun kellna l-oppo<sup>n</sup>enti li nghamlu kors shih ta' skola sekondarja. B<sup>o</sup>hekk ahna z-zghazagh aktar ninteressaw ruhna fil-progress u t-tmexxija tan-nazzjon.

### Eil-Cambodja

Iz-zghazagh kollha guvintur u xebbiet li ghandhom il-fuq minn 18 il-sena gew insejha biex jiddefendu l-pajjizhom bhala suldati.

### F'xi pajjizi Ewropej

Meta l-guvintur jghalqu 18 il-sena jigu msejha ghall-lieva. Pero xi whud ihosso konxjenzjozament li huma kontra l-gwerer u ghalhekk ma jridux jigu mharrga bhala suldati. Biex dawn iz-zghazagh xorta wahda jghatu s-sehem tagh<sup>h</sup>om lin-nazzjon, issa flokk il-lieva jistghu joffru sentejn ta servizz lin-nazzjon billi jew imorru jghallmu jew jghatu servizz fi sptarijiet, jew jaghmlu servizz iehor fi djar ta' nies fil-bzonn.

Ahna f'Malta lanqas lieva ma ghandna, imma bhala mezz biex ahna z-zghazagh ngharrfu li ghandna nghatu servizz lis-socjeta, kieku titwaqqaf speci ta' 'Voluntary Service Scheme' li biha ahna z-zghazagh filwaqt li ghall-sena nigu mantnuti mill-istat u anki mghotija pocket-money, nghatu sena ta<sup>s</sup> servizz lin-nazzjon bhal ma qed jaghmlu z-zghazagh ta' xi pajjizi Ewropej--x'jidrilkom? Ma tkunx haga sabieha biex ahna nuru li z-zghazagh Maltin huma lesti li jghinu possittivament u attivament il-progress ta<sup>s</sup> pajjjon.

V. d. A. M. f. d.

## **IŻ-ŻĠHAŻAĠH ILLUM FL-AZZJONI KATTOLIKA**

Mistoqsijiet lill-erba' kelliema fuq il-Forum Panel fl-awditorju tal-Istitut Kattolika, il-Furjana, li huma dawn: Victor Mifsud, Chairman, membru tal-Eżekuttiv tal-Ġuvintur AKM, Lino Soler, Gżira, Lino Delia, Siġġiewi, Tony Attard, Hamrun, u Joe M. Sammut, B'kara, kollha Presidenti taċ-Ċirkolu tagħhom.

Erba' aspetti tal-ħajja taż-żġħażaġħ f'relazzjoni mal-ġhaqdiet taż-żġħażaġħ tal-Azzjoni Kattolika.

### **1) Il-karriera u ż-żġħażaġħ**

- a) X'nifhmu meta ngħidu gwida vokazzjonali?
- b) Jidhirlek int li dan hu parti mill-attività taċ-ċirkoli tagħna?
- ċ) Fil-fatt qed isibuh dan iż-żġħażaġħ tagħna fiċ-ċirkoli?
- d) Kif fl-opinjoni tiegħek nistgħu nipprovdu fiċ-ċirkoli tagħna din l-ġħajnuna?

### **2) Il-ħin liberu u ż-żġħażaġħ**

- a) Kif jidhirlek li ż-żġħażaġħ illum qed iqattgħu l-ħin liberu tagħhom?
- b) L-użu tajjeb tal-ħin liberu kif jista' jgħin liż-żġħażaġħ?
- ċ) Tista' tagħtina xi ftit eżempji prattiċi fuq kif l-aħjar li jqattgħu l-ħin liberu tagħhom.
- d) Għaliex xi żġħażaġħ ikunu mdejġin minkejja l-ħafna ħin liberu li għandhom?

### **3) Id-dating u ż-żġħażaġħ**

- a) Id-dating huwa neċessarju għal għażla tajba? Għaliex?
- b) X'għandu jfittex iż-żagħżuġħ fit-tfajla meta dan jagħmel date magħha u viċversa?
- ċ) Jidhirlek int li d-dating jew aktar 'il quddiem il-going steady għandu jfixkel l-attenzenza fiċ-ċirkolu?
- d) Meta għandu żagħżuġħ jibda jiddejtja u jmur steady?

### **4) Iċ-ċittadinanza responsabbli u ż-żġħażaġħ**

- a) Jidhirlek li ż-żġħażaġħ qed iħossu li huma għandhom ċerta responsabbiltà fis-soċjetà?
- b) Iż-żġħażaġħ taħseb li huma lesti u qed jieħdu ċerta responsabbiltà?
- ċ) Kif jistgħu ċ-ċirkoli tagħna jgħinu biex iż-żġħażaġħ Maltin jitolgħu iktar responsabbli?
- d) X'kontribut jistgħu jagħtu f'dan il-att iċ-ċirkoli tagħna għaż-żġħażaġħ kollha tar-raħal jew belt tagħhom?

Victor Mifsud - Il-Ħadd 23/04/1967

## IZ-ZGHAZAGH MADWAR ID-DINJA

Il-problema tal-guh fid-dinja qatt ma hassbet liz-zghazagh daqs illum, meta z-zghazagh mad-dinja kollha saru konxji tal-fatt li l-maggoranzatan -nies bil-guh huma tfal u zghazagh. Ghalhekk insibu li z-zghazagh f'diversi partijiet tad-dinja ddecidew li jaghmlu xi haga sabiex dawk neqsin mill-ikel ikollhom bizzejjed halli jghixu.

### Fil-Cermanja

Il-'pop group' Ingliz 'THE WHO' ghamel show ta' opera moderna bi musika 'beat' got-teatru principali ta' Cologne. Din giet miftuha mill-President tal-Cermanja Federali u halliet il-qlich ta' madwar £1000 li kelliha inghataw lil 'Freedom From Hunger Campaign Committee.

### Fl-Ingilterra

Grupp studenti ta' kulleg organizzaw 'Relay Race' fi pjazza principali gol-belt. Din damet sejra 24 siegha u f'dan il-hin huma mxew 250mil. Dan ghamluh sabiex jigbru il-flus ghal-kull mil li jaghmlu. Din is-sena huma tefghu 'challenge' lil kulleggi l-oħra biex jaraw jekk huma ghandhomx hila li f'24 siegha jigru aktar mili u jigbru flus aktar minnhom għall-istess skop filantropiku.

### Fil-U.S.A.

175 tfajliet u guvintur iddecidew li jiktbu ittra kull wiehed lil membri tal-Kungress Amerikan (li qisu l-Parlament taghna) biex ihegguhom jonfqu aktar flus biex inaqqsu l-guh f'certi partijiet ta' L-Amerika. U biex juru kemm kienu jemmnu fit talba gusta tagħhom huma ghamlu 'hunger fast' fi pjazza publike u talbu lil publiku jghatihom flus ghal kull siegha li huma jaghmlu bil-guh volontarjament f'post fis fil-pjazza.

Dan huwa sinjal sabieh ta' kemm iz-zghazagh huma generasi.

Ahna hawn Malta ghamilna l-Malta Marathom ghal dan l-iskop u irnexxiet hafma. Pero tajjeb li kull tfajla u guvni Maltin jistaqsu lilhom infushom "Jiena x'qed nagħmel biex ngħin lil min hu fil-bzonn

## **JEKK ID-DIVERTIMENT TAL-LUM JISSODISFAX LIŻ-ŻĠHAŻAĠH**

Taħdita minn Victor Mifsud fiċ-ċirkolu tal-Isla - **Definizzjoni ta' divertiment**

Dik il-ħaġa li ż-żġhażagħ jagħmlu, jaraw jew jisimgħu biex jistrieħu, jieħdu gost u jkunu kuntenti.

### **X'inhu d-divertiment tal-lum?**

- a) Ċinema, TV, radju, record playing, songs.
- b) Social gatherings, dances, get-togethers, bottle parties, clubs u games.
- ċ) Sporting activities, football, athletics, swimming.
- d) Hikes, excursions, camping.
- e) Reading books, magazines, newspapers.
- f) Cars u night clubs.

### **Il-karatteristiċi tad-divertiment provdut**

- a) Dak li hu naturali p.e. hikes, excursions, swimming.
- b) Dak li hu artifiċjali p.e. radju, TV, shows, ċinema.
- ċ) Wisq kummerċjalizzat, il-profitt l-ewwel.
- d) Expensive to buy or watch but cheap productions.
- e) Modern & attractive.
- f) Ibbażat wisq fuq is-sensational, sex, love & violence.

### **Iz-żġhażagħ**

- a) Qed jikbru iżda għad ma kibru biżżejjed.
- b) Qed jimmaturaw imma għad ma mmaturaw biżżejjed.
- ċ) Faċli jinfluwenzaw ruħhom minn dak li jaraw u jisimgħu.
- d) Iħobbu l-ġid, is-sabiħ u l-modern.
- e) Iħobbu ħafna.
- f) Jinfatwaw ruħhom ħafna wara xi ideal, persuna, jew oġġett.
- g) Għandhom ftit esperjenza tal-ħajja.
- h) Iħobbu l-verità u l-onestà.

## **KEMM TA'HEB LI SAR INDIPENDENTI MOĦH IŻ-ŻĠHAŻAĠH WARA HAMES SNIN TA' INDIPENDENZA?**

Taħdita fiċ-ċentri taż-żġhażagħ fl-aħħar tas-sittinijiet minn Victor Mifsud

- 1) Wiehed irid jara xi tfigħer indipendenza tal-moħħ.
- a) Li ż-żġhażagħ jaħsbu u jiddeċiedu huma b'moħħhom u mhux b'moħħ haddieħor.
- b) Li ż-żġhażagħ jaraw, jisimgħu u jaqraw iktar biex jagħmlu dak li jidhrilhom huma li hu tajjeb għalihom.
- c) Jekk hu dan, naħseb li ż-żġhażagħ Maltin għamlu progress kbir għalkemm mhux iż-żġhażagħ kollha l-istess grad.

### **2) Dawk edukati:**

- a) Jaqraw ħafna aktar u b'diversi lingwi.
- b) Jisimgħu u jaraw films u TV aktar.
- ċ) Isiefru aktar għall-vaganzi, konferenzi u sport.
- d) Jithalltu ma' żġhażagħ barranin aktar.
- e) Fit-tagħlim taċ-Ċivika fl-iskejjal sekondarji qed jiġu mħarrġin, jiżnu u jiddeċiedu huma u mhux haddieħor jagħtihom spoon-feeding.
- f) Politikament mhux neċessarjament jiffollowjaw il-politika tal-ġenituri.
- g) Fuq ix-xogħol illum huma aktar daring, avventurużi, ambizzjużi, organizzati u jafu iktar x'inhuma d-drittijiet u d-dmirijiet tagħhom.
- g) Jesprimu ruħhom aktar fuq il-ġurnali u fuq ix-xandir.
- għ) Movimenti ġodda taż-żġhażagħ iffurmati miż-żġhażagħ fejn qabel kienu ffurmati mill-adulti.
- h) Hawn iktar tibdil minn dak li kien tradizzjonali.
- ħ) Fejn tidhol ir-religjon fost iż-żġhażagħ illum ma hux effettiv l-ispoon-feeding imma konvinzjoni jew ma jipprattikawx.

NB Dan ma jfissirx li m'għandhomx jikkonsultaw ruħhom iżda illum iktar jiddeċiedu huma milli l-ġenituri, l-għalliema u l-mexxejja taż-żġhażagħ.

### **3) Dawk li ħallew l-iskola kmieni:**

- a) Forsi ma għamlux l-istess progress.
- b) Xi wħud, il-gazzetta ta' filgħodu hi vanġelu għalihom.
- ċ) Dak li semgħu fuq ir-radju jew it-TV huwa hekk.
- d) Dak li qal it-tali għax popolari allura bilfors hu minnu.
- e) Dawn illum anki reklam poġġut tajjeb jidhak bihom jekk ma joqogħdux attenti.

NB Għalhekk il-ħtieġa li nipprovdut aktar faċilitajiet ta' edukazzjoni soda p.e. edukazzjoni sekondarja b'xejn għal kulhadd u ngħollu l-età tal-edukazzjoni obligatorja għal sittax. Dawn il-faċilitajiet għandna wkoll nipprovdut fl-edukazzjoni informali f'għaqdiet taż-żġhażagħ b'apparat iktar modern. Dawn mill-Indipendenza 'l hawn offrew u qed joffru opportunitajiet sbieħ li bihom moħħ iż-żġhażagħ isir aktar indipendenti.

**Konkluzjoni** – Għalhekk naħseb li l-Indipendenza kellha effett tajjeb ħafna fuq moħħ iż-żġhażagħ.

FORUM IBBAZAT FUQ IL-PLAY TAS-SUR LAWRENCE MIZZI

"MIN GHANDU RAGUN"

Chairman ; Mr. Victor Mifsud

Panel : Mr. George Debono Teacher Ed. Dep: Minister  
Mr. Lino Delia Pres. AN G. Siggiew: Mayor STS Pawla  
Miss Irma Pace Teacher St Theresa's: Gen. Sec. T.C.C.  
Miss Jean Aquilina - Secretary - St Mark's Typist

MISTOQSIJJIET

1. X'jidrirkom mill-erba persunaggi tal-play ? Mary u Freddie huma stampa tajba taz-zghazagh tal-lum ? Tahsbu li l-attitudni tal-genituri hija tajba, b'mod specjali f'dak li hu 'understanding' ta' u 'approach' lejn il-problemi ta' wliedhom ?
2. Il-papa' wara li qara l-gurnal qal lil Freddie:  
"U hallina minnek, illum tiela generazzjoni sfrattata, bla ebda skrupli, ma jemnu f'xejn, moghhom fix-xaghar twil, id-daqq u l-qliezetdojq u fuq kollox ma jimpurtahom minn hadd u minn xejn."  
Jidrirkom li din hija stampa tajba taz-zghazagh tal-lum ?
3. Waqt l-argument li kellha mal-papa', Mary, fost hwejjeg ohra qaltlu hekk rigward il-hbieberija taghha ma' Alex :  
"Ghalissa friends biss. Ma jaqbilx tintrabat ma wiehed biss. Anki Alex hekk jghidli". Inthom x'jidrirkom minn dan ir-ragunament ta' Mary ?
4. Mary dahhlet id-dar fit-8.15 p.m. u Freddie meta kien se jdoqq nofs il-lejl. Jidrirkom li guvni u tfajla ghandu jkollhom il-liberta kollha biex jidhlu x'hin iridu filghaxija ?
5. Waqt li kien qed jaqra l-gurnal il-papa' lil mama' qalilha : "Faccata mimlija fuq is-serq, id-drogi, l-immoralita, u l-vjolenza". X'tahsbu li hi l-kawza ta' dawn fost xi zghazagh tal-lum ?
6. Dan l-ahhar anki hawn Malta qed jissemmew hafna d-drogi. Nkxtieq minghandkom xi ftit informazzjonijiet fuq id-drogi u fuq kollox tghidulna ghaliex huma perikolu.

Is-Sibt 15ta' Gunju 1968

2312 Mr. Joe Grech - President tal-Region 5  
1231 Mrs. Galea Envyge - Omm  
13123 Mr. Doris Bongi - Member tal-Kunsill Wng. 2 H.W.  
Fajr hemm dikk  
Fikim  
Kridula



- 1) Il-Grandi u s-sigħir.
  - 2) Anqa kien - indremet attur.
  - 3) X jista' jir.
  - 4) In-rizultat.
- 3-ghajret hema  
tafna importanti

IS-SUGGETT TAL-FORUM.

"IS-SEHEM TAZ-ZGHAŻAĠH FIL-QASAM ĊIVIKU U EKKLEŻIJASTIKU"

CHAIRMAN - L-Unur Tieghu Imh. CARUANA CURRAN.

MEMBRI TAL-PANEL:-

R.P. FELIĆJAN BILOCCA O.F.M. CAP.	- Parti Religjuża
MR. P.J. GALEA B.A. HON.(London)	- Parti Edukattiva
MR. L. SPITERI	- Parti Pulitika
MR. V. MIFSUD DIP.POL.ECON.(OXON)	- Parti Servizz Voluntarju.

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**SEHEM IŻ-ZGHAŻAĠH FIL-ĦAJJA ĊIVIKA U EKKLEŻIJASTIKA**

Sehem Edukattiv – Soċjali – Spiritwali – Politiku u Trejdunjonistiku.

- 1) Il-ġurnali qed jagħtu impressjoni ħażina taż-zgħażaġh – jitekllmu ħafna fuq il-ftit li jiżbaljaw.
  - 2) Dawk li ġranet sħaħ jghinu lil għajrhom bla kumpens intesew.
  - 3) Il-ħtieġa li ż-zgħażaġh jużaw sistemi aktar diretti, mhux igergru u jipprotestaw biss p.e.
- a) L-indafa u Teenagers Din L-Art Helewa
  - b) Voluntary Service Corp fi Sqallija u Kalabrija
  - c) St Michael's College of Education Students u thawwil ta' sigar
  - d) MCAST students marru jagħtu l-għajjnuna fi Sqallija wara t-terremot
  - e) Charity campaign tal-istudenti tal-Università
  - f) Housing campaign tal-istudenti tal-Università
- 4) L-equipment tal-Malta Playing Fields Association (MPFA) għaliex iridu jkunu l-Amerikani biex jitrangaw?

- 5) Id-djar tal-fqar u l-għajnuna li nistgħu nagħtuhom
- 6) Id-dar tagħna mmiddu jdejna?
- 7) Noħorgu outing liż-żgħażaġħ bi bżonnijiet speċjali
- 8) Norganizzaw fund-raising activities għal kawżi ġusti
- 9) Nieħdu sehem attiv fit-tmexxija tal-għaqdiet taż-żgħażaġħ u l-Kumitati Ċiviċi
- 10) Kampanja kontinwa kontra l-ingustizzji
- 11) Hudu sehem fis-sezzjonijiet taż-żgħażaġħ tal-partiti politiċi
- 12) Idhlu membri tat-trejdunjins u pparteċipaw fil-kumitati tagħhom
- 13) Meta ż-żgħażaġħ juru li volontarjament huma interessati fil-ġid ta' għajrhom u tan-nazzjon, allura hadd ma jkun jista' jiċċad, mill-mexxejja tagħhom, id-dritt tal-parteċipazzjoni:
  - i) Fl-edukazzjoni
  - II) Impjieg, promozzjonijiet u nepotiżmu
  - III) Fil-ġlieda kontra l-ingustizzji

**Konkluzjoni** - L-għaqdiet taż-żgħażaġħ iridu jinsew is-sistemi antiki u flok hafna laqgħat jgħaddu għal aktar attività fl-isfera volontarja, skont ix-xewqat u l-ideat taż-żgħażaġħ.

Victor Mifsud

## PSYCHOLOGY OF YOUTH SEMINAR AT THE SEMINARY ON SUNDAY 21-12-1969

**A Panel Discussion** chaired by Fr Maurice Mifsud with Mr Victor Mifsud and Ms Joyce Degiovanni as panel members. It will be followed by:

**A Forum** Chaired by Mons Victor Grech and Dr J. Pisani and Fr P. Serracino Inglott as members.

**Audience** Those attending are the many seminarians being prepared for the priesthood.

**1) Mixed Groups**---The trend today is in favour - at home, in schools and in youth clubs.

**Advantages**---It is healthy, better understanding, they live naturally, it eradicates the sense of guilt some feel today who were not brought up together.

**Disadvantages**---moral problems are created when exploring the unknown (so need of guidance and understanding), surveillance.

**2) Guidance---**I think young people like guidance based on understanding not pushing about. Young people come to those who understand them and are ready to help them in their problems, those who provide what young people need understanding and discussion. They do not like imposition and spoon-feeding.

**3) Youth leaders---**Accent must be on young, trained youth leaders who in youth clubs form youth committees with a young youth leader to guide them. It will be a good idea to have part of the Teachers' Training College course on youth leadership.

**4) Training should include** subjects such as:

a) Social youth group work leadership.

b) Training in practical youth work eg. sports, dancing, hobbies, games, drama, music and the arts. Professionally Trained Social Workers from the University would be ideal.

**5) Professionally Trained University Youth Leaders** in Management & Administrative Organization, Psychology, Human Growth and Development, Social Hygiene, Sociology, Political Education, Social Case Work, Community Development, Social Welfare Law, Civil and Penal Law. These professionals should make good youth leaders if in addition they are given training in practical youth work as well, either at the University Faculty of Social Studies, or the Teachers' Training College, or a Training College or Course for Youth Leaders organized by the Government Youth Service Organization.

**6) Religious Indifference---**depends on what young people are soundly thought not on mixing or not mixing. Young people are becoming of age, maturing, they know that they are living with others. Life is based on well developed personal relationships although each one is an individual person. Young people know that there is something called love built on a natural God-given attraction which should be rationally developed.

## **POSTI FIL-KOMUNITÀ BĦALA ĊITTADIN EDUKAT**

Taħdita f'ċentri taż-żgħażaġh fl-aħħar tas-sittinijiet minn Victor Mifsud

- 1) Ibda - Ħafna bliet u rħula – ħafna familji – individwi.
- 2) Żagħżuġh/a – Perjodu kruċjali fil-ħajja – ma għadnix iktar tfal – nixtieq stima, inkun afdat, maħbub, inkun indipendenti, għadni m'iniex matur biżżejjed biex nieħu deċiżjonijiet finanzjarji u fuq karriera.
- 3) Qed ngħix f'dinja differenti milli għexu l-ġenituri tiegħi. Illum il-mass media, il-kuntatt soċjali u l-oportunitajiet huma ferm aktar.
- 4) Htieġa ta' aktar ftehim, fiduċja fiż-żewġ naħat u iktar konsultazzjoni.
- 5) The right approach hu neċessarju miż-żewġ naħat.
- 6) Vokazzjoni u karriera fil-ħajja tippreokkupani.

- 7) Inżomm kelmti, nara fejn immur u ma' min u nara li nidhol lura d-dar f'hin raġonevoli.
- 8) Il-ġenituri, xi wħud minnhom huma old fashioned u mhumieħ daring bħaż-żgħażaġħ tal-lum. Aħna nemmnu li nothing ventured nothing gained.

Punti għad-diskussjoni

- a) X'taħseb fuq il-ġenituri tiegħek?
- b) X'taħseb li hu dak li l-aktar jissodisfahom?
- c) X'taħseb li hu dak li jirritahom l-aktar?
- d) X'għandhom jaġġmlu l-ġenituri biex ir-relazzjonijiet bejnietkom ikunu aħjar?
- e) X'għandek tagħmel int biex ir-relazzjonijiet bejnietkom ikunu aħjar?

### X'NISTGĦU NAGĦMLU GĦALL-MILIED

Taħdita fiċ-ċentri taż-żgħażaġħ minn Victor Mifsud

Għamlu kollox bħala "Proġett taċ-Ċentru"

- 1) **Inzejnu ċ-Ċentru** - Noħolqu a warm atmosphere, nużaw ħafna kuluri, niksu t-tubi bil-karti tat-tajr tal-kulur, inzejnu b'patterns differenti, ċrieki, stilel, fanali, trab tad-deheb, narmaw is-siġra tal-Milied, narmaw presepju u nagħmlu powsters bi kwotazzjonijiet sbieħ bid-dawl fuqhom.
- 2) **Attivitajiet** - Carol singing b'informal dress, miftuħ għal kulhadd, flimkien ma' kor imħarreġ, qari mill-Bibbja in-between, party għat-tfal, films, cartoons, ħelu, rigali, programm varjat f'xi sptar jew dar tal-anzjani, ibagħtu kartolini tal-Milied lil nies waħidhom, aghmlu play, aghmlu a decorative float, social evening u party tal-Milied.
- 3) **Lejla ta' divertiment** tista' tinkludi: Guess the song, tombola, quiz, silhouettes, deskrizzjoni ta' persuna popolari jew membru taċ-Ċentru, fancy dress party, play with a Christmas background, farsa, magician, użaw it-talent li għandkom fiċ-Ċentru, karaoke, twenty questions, jokes, group games, refreshments, musical chairs, dancing, u balloon games.

**NB a)** Jistgħu jkunu ta' użu kbir jekk ikollkom, projector, tape recorder, record player, radju u xi beat group magħmul mill-membri.

**NB b)** Importanti li jkun hemm kooperazzjoni ma' għaqdiet oħra u programmi tal-Knisja. Araw li l-attivitajiet tagħkom jissupplimentaw u mhux jikkompetu ma' attivitajiet oħra fir-raħal jew belt tagħkom.

## YOUR PLACE IN THE COMMUNITY AS EDUCATED PEOPLE

### Talk in youth centres by Victor Mifsud

- 1) **President Kennedy** --- “Do not ask what your country can do for you but what you can do for your country.”
- 2) **You can do a lot** but first educate yourself:
  - a) Find out who you are, study and consult your inner self
  - b) Find out what you are good for
  - c) Refine your manners and behaviour.
- 3) **See what you can do for others** e.g. help and advise others, be a good listener, organise activities for groups in clubs, institutes and old people’s homes.
- 4) **It is an interdependent world**; we should build it on love, respect and assistance.
- 5) **Duties towards:**
  - i) **yourself** --- health, personal development, economic well-being
  - ii) **Family** --- respect, assistance, sharing
  - iii) **Others** --- respect, altruism, accept diversity, tolerate others, agree to disagree
  - iv) **State** --- respect authority & public property, practise active citizenship by participating in youth club committees, trade union leadership activities, in pastoral councils in civic committees and join and be active in youth sections of political parties.

**Conclusion** --- Educate yourself to the full, develop your character, expand your mind, sustain physical fitness, develop home craft skills, enjoy outdoor activities, keep good relations with others, be of service to others especially those in need and show creative ability.

ORGANIZATIONS	CHIEF AIMS
CATHOLIC ACTION MALE YOUTH SECTION	To promote the religious and social interests of the population in direct with, and subordination to, the Church Hierarchy
CATHOLIC ACTION GIRLS' BRANCH	To provide religious, intellectual, moral and social training
M.U.S.E.U.M.	To infuse saintly spirit and zest for the salvation of souls
LEGION OF MARY	To sanctify its members by prayer, and to encourage active co-operation under ecclesiastical guidance, in Mary's and the Church's work of crushing the head of the serpent, and advancing the reign of Christ
BOY SCOUTS ASSOCIATION	To develop good citizenship by forming the character of youngsters by training them to habits of observation, obedience, self-reliance and thoughtfulness for others
GIRL GUIDES ASSOCIATION	To make girls self reliant, God-fearing members, willing and anxious to help others, capable and responsible to themselves
CADETS OF ST. JOHN'S AMBULANCE BRIGADE	To provide opportunities to learn and practise First Aid, Home Nursing; to follow the way of life exemplified in the Code of Chivalry; to promote health and to foster full and enterprising use of leisure

# A N I Z A T I O N S

PRINCIPAL ACTIVITIES	LOCALITIES WHERE FOUND
Regular, Cultural, Organizational and Group meetings, broadcasts, bookshop, summer camps, choirs, sports.	All towns and villages in Malta.
Catechism, Contests for Aspirants, summer camps, rallies, exhibitions, mission work and socials	All towns and villages in Malta, except Attard, B'Bugia, Lija, M'Skala, Mgabba and Senglea
Religious instruction to those under 12 years and spiritual formation to those over 12 years	All towns and villages in Malta
Visits to sick people in hospital and pay home calls, teach catechism, disseminate Catholic literature and take care of the lapsed	Everywhere except Dingli, Gharghur, Ghaxaq, Gudja, Kalkara, Kirkop, Luqa, M'Skala, M'Xlokk, Mgarr, Naxxar, Qormi, Safi, Siggiewi, Tarxien, Vittoriosa.
Outdoor camping, sports, rallies, handicrafts	B'Kara, Floriana, Gzira, Hamrun, Cospicua, Luqa, Marsa, Mosta, Msida, Pawla, Qormi, Rabat, Sliema, Valletta, Vittoriosa, Zabbar, Zejtun, Zurrieq
Outdoor camping, home-nursing, cooking, child-care, life-saving, sports meetings	Floriana, Gzira, Hamrun, Marsa, Sliema, Valletta
Attendance for Public duty, trips abroad, exchange of correspondence, First Aid and Home Nursing, assisting in street collections	B'Kara, Gzira, Hamrun, M'Skala, Pawla, Qormi, Rabat, Sliema, Valletta, Vittoriosa, Zejtun

ORGANIZATION	CHIEF AIMS
YOUNG CHRISTIAN WORKERS	To bring Christ and His Church among youths so that they can live as true Christians and responsible workers; and to train them to solve the problems at work, in the family and at leisure
NATIONAL RANSLEY BRIGAD	To promote the habits of obedience, discipline, self-respect, loyalty and all that tends to create good loyal citizens
SALESIAN ORATORY	To keep its members away from attractions which would destroy the Catholic principles
SODALITY OF OUR LADY	To foster an ardent devotion, reverence and filial love towards the Blessed Mary and to produce good Catholics zealous to save and sanctify their neighbours
FLORIANA SCHOOL OLD BOYS ASSOCIATION	To promote the spiritual, intellectual, social and physical well-being of its members
ST.AUGUSTINE YOUTH CENTRE	To train the adolescent for work, citizenship, parenthood, individual and community living, and for all the sound development of his moral, spiritual, mental and physical life
MELLIEHA YOUTH CENTRE	To foster education through sporting activities and to offer guidance to youths for a happy, honest and prosperous life



PRINCIPAL ACTIVITIES	LOCALITIES WHERE FOUND
Sectional meetings, study days and week-ends, special Courses, National Rallies, Retreats, Broadcasts, publications, recreational activities, Summer Camps	B'Kara, Ghaxaq, Hamrun, Kospicua, Marsa, Mellieha, Mosta, Nazzar, Pawla, Rabat, Safi, St. Venera, Siggiewi, Sliema, Valletta, Zejtun, Zurrieg
Shorthand classes, lectures, debates, local tours and tours abroad, ambulance work, life-saving, exercises and first aid	Gzira, Hamrun, Paola, Qormi, St. Julian's, Sliema, Valletta, Zabbar, Zebbug, Zejtun
Sports activities, drama, literary group, drill displays (S.B.B.), camping, St. John's Ambulance, activities, life-saving	Sliema, B'Kara
Religious get-together, discussion groups, charity, mission work, Crusades, Spiritual retreats and scouts	B'Kara
Lectures, film shows, debates and Brain Trusts, Socials	Floriana
Indoor and outdoor sports, camping, tours, educational talks and films, socials	Tarxien
Educational talks, discussion groups, film shows, sports, exhibition and parties	Mellieha

ORGANIZATIONS	CHIEF AIMS
LITERARY AND DEBATING SOCIETY	To provide mutual help amongst members to enhance their knowledge in moral, education, cultural and social matters
SPORTSMANSHIP CRUSADE	To instil sportsmanship in young players by organizing healthy rivalry in all fields of sports
YOUTH HOSTEL ASSOCIATION	To help all, especially young people, to a greater knowledge, love and care of the countryside, and to encourage cheap youth travel
MOVIMENT TAL-MALTI	To spread and enhance the writing of the Maltese language and to preserve and honour all that is of glory to the Maltese Islands
CANA MOVEMENT	To instruct engaged couples on the Sanctity of Marriage, to show mutual obligations of husband and wife, and the duties of parents towards their children
SOCIAL ACTION MOVEMENT (M.A.S.)	To stimulate social action and social studies with a view to the setting up of a social order based on the tenets of the Catholic teaching
ZABBAR PHYSICAL CULTURE CENTRE	To build strong youths both physically and mentally
UNIVERSITY STUDENTS CATHOLIC GUILD	To promote the lay apostolate among University undergraduates by furnishing them with a sound knowledge of Catholic thought; and by safeguarding their spiritual and cultural interests in the University life

PRINCIPAL ACTIVITIES	LOCALITIES WHERE FOUND
Meetings of literary and scientific value. Reading of original papers. Discussion groups	Cospicua
.....	.....
All sorts of sports competitions	Sliema
.....	.....
Free supply of travel plans, travel talks, hostels	Valletta (H.Q.)
.....	.....
Broadcasts, essay and radio play writing, competition, quizzes, local tours, socials and publications	.....
.....	.....
Conferences, Courses for happier homes including child-care, cooking, dressmaking, family hygiene, housecraft	Floriana (H.Q.)
.....	.....
Technical Courses, publications, summer camps abroad, tours, outings, drama circle, broadcasting, and setting up of Fact Finding Groups	Valletta (H.Q.)
.....	.....
Boxing, Judo, bodybuilding, hand balancing, wrestling, indoor recreational activities	Zabbar, Qormi, Cospicua
.....	.....
Meetings, discussions, film shows, library, sponsors and organizes many philanthropical calls	University

## **ŻĠHAŻAĠĦ – X'JISTENNA MINNA N-NAZZJON**

Kitba fil-pubblikazzjoni 'Hello' u Taħdita fiċ-Ċentri taż-Żgħażaġħ minn Victor Mifsud

Żgħażaġħ, familja, soċjetà, raħal, belt u nazzjon

### **1) Żgħażaġħ Edukati**

- a) Ta' skola kemm hu possibbli
- b) Jew imħarrġa f'sengħa.

### **2) Żgħażaġħ Onesti**

- a) Fil-ħbiberija
- b) Fil-familja
- c) Fuq ix-xogħol.

### **3) Żgħażaġħ Bi Prinċipji**

- a) Ta' twemmin
- b) Ta' moralità
- c) Ta' mgħiba.

### **4) Żgħażaġħ Altruwisti**

- a) Li jipparteċipaw fil-kunsill tal-iskola
- b) Lesti li jgħinu fejn ikun hemm bżonn fil-familja, fiċ-Ċentru, fis-soċjetà
- c) Jagħmlu xogħol ta' trejdunjin fuq il-post tax-xogħol.

### **5) Żgħażaġħ Daring**

- a) Avventurużi
- b) U ta' kuraġġ.

### **6) Żgħażaġħ b'Sens Ċiviku jieħdu sehem attiv**

- a) Fil-progress tal-club
- b) Tal-kunsill parrokkjali
- c) Tal-kumitat ċiviku u
- d) Jikkontribwixxu fil-gazzetti.

## **ŻĠHAŻAĠĦ OHORĠU MILL-QOXRA TAGĦKOM**

Taħdita fiċ-Ċentri taż-Żgħażaġħ fis-sittinijiet

Hemm ħafna attivitajiet li ż-żgħażaġħ jistgħu jorganizzaw u fosthom insibu:

- 1) Joint socials (Males u Females)
- 2) Talent shows
- 3) Dances
- 4) Quizzes
- 5) Lejliet letterarji

- 6) Tombola parties
- 7) Bottle parties
- 8) Song festivals
- 9) Youth weeks
- 10) Esibizzjonijiet ta' passatempi, arti u skultura
- 11) Essay competitions
- 12) Cine forums
- 13) Debates, diskussjonijiet u forums
- 14) Open hikes u day at sea
- 15) Drama groups competitions
- 16) Hargiet għal żgħażaġh bi bżonnijiet speċjali
- 17) Parteċipazzjoni fil-Kumitati Ċiviċi
- 18) Open Centres for use by the unattached
- 19) Kunu membri ta' iktar minn club u għaqda waħda
- 20) Idhlu membri tat-trejdunjins u fis-sezzjonijiet taż-żgħażaġh tal-partiti politiċi

### **Konklużjoni**

L-għaqdiet taż-żgħażaġh qegħdin biex jiffurmaw żgħażaġh biex jaħdmu fost iż-żgħażaġh.

Victor Mifsud

## Appendix Chapter 3 Scans

<b>Chapter 3</b>	<b>Malta Catholic Action (MCA) 1962-64 &amp; 66-68</b>	<b>97</b>
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The Malta Catholic Action (MCA) had 4 branches all with their own Statute, Executive and Centre ie Male Youths, Male Adults, Female Youths and Female Adults. Altogether they comprised about 160 Centres in all the towns and villages of Malta and Gozo. All four branches were run under one National Directorate.

When I left the Zejtun Branch in 1962, I joined the National Executive of the Youth Branch comprising about 40 Centres and was appointed the National Delegate of the Aspirants Section (14-16 year olds).

After my return from my studies in Oxford in 1966, I rejoined the National Executive of the Youth branch of the MCA representing it on the National Executive of the Malta Youth Consultative Council (MYCC)-the Association of the National Youth Movements of Malta, where I was elected first its International Secretary and then its President.

### CATHOLIC ACTION WEEK

To all Aspirants' Delegates in charge of children up to 14 years of age in our centres.

This week the Malta Catholic Action is organizing Catholic Action Week and so it is appropriate that at such a time one gives a look at some of the fruitful work that this organization is doing especially for the benefit of youth.

The Malta Catholic Action has about 80 Centres for youths, males and females, spread all over the island. Are these centres adequately satisfying the needs of young people? I would say some are but others need to ask this question. Let us hope that those that are not would see to it to make the necessary changes so that these centres would be the places to which our youths would look years hence and thankfully say "This is where I have received a sound civic, moral, social and spiritual formation."

Victor Mifsud  
National Aspirants' Delegate  
Malta Catholic Action

## 1968 — IS-SENA TAD-DRITTJIET TAL-BNIEDEM

minn VICTOR MIFSUD  
Dip. Econ. & Pol. Sc. (Oxon.)

Din is-sena jaħbat l-XX anniversarju mindu giet adottata mill-Ġnus Magħquda d-Dikjarazzjoni Universali tad-Driftijiet tal-Bniedem, jew, biex niftehmu aħjar “standard komuni ta’ driftijiet għall-bnedmin ta’ kull nazzjon.”

Forsi xi hadd jistaqsi x’kien li gieghel lill-Ġnus Magħquda li jagħmlu din id-Dikjarazzjoni. Kien il-10 ta’ Diċembru 1948, meta ħafna pajjiżi, bħala riżultat ta’ dak li għaddew minnu l-bnedmin fl-aħħar gwer-ra dinjija, meta f’diversi pajjiżi ċ-ċittadini ġew miċhuda mid-driftijiet tagħhom, qatghuha li jiddefinixxu dawn id-driftijiet fundamentali.

Minn dak in-nhar għaddew għoxrin sena, u għalhekk tajjeb li naraw għalfejn qed tinżamm din is-sena ta’ kommemorazzjoni. L-ewwelnett jehtieg li din id-dikjarazzjoni ssir magħrufa aktar u minn kulhadd. It-tieni, jehtieg li tikber l-istima lejn l-individwu u l-protezzjoni tiegħu, kullimkien, u indipendentement mir-razza, kulur, sess jew reliġjon tiegħu. It-tielet tajjeb li naraw xi progress sar fil-harsien tad-driftijiet tal-bniedem, u fl-aħħarnett, naraw x’jonqos li jsir biex dawn id-driftijiet jiġu verament imħarsa kullimkien.

### Id-Dikjarazzjoni Universali

Tajjeb li wiehed ikun jaf xi wħud mid-driftijiet imħarsa minn din id-dikjarazzjoni. Dawn huma:

id-drift għall-ħajja,  
il-harsien mit-tortura jew trattament mhux uman,  
il-harsien mill-jasar u mix-xogħol furzat,  
id-drift tal-libertà u tas-sigurtà tal-persuna,  
id-drift għas-smiegh ġust tal-kawża tiegħek,

id-drift ta’ rispett lejn il-ħajja tal-familja, id-dar u l-korrispondenza,  
id-drift ta’ libertà tal-ħsieb, kuxjenza u reliġjon, ta’ espressjonijiet u assoċjazzjoni,  
id-drift li wiehed jiżżewweġ u jiffirma familja,  
id-drift tal-vot u tax-xogħol u dak ta’ edukazzjoni xierqa,  
u fuq kollox id-drift li dawn id-driftijiet ma jiġux miksura, u, fil-każ li jiġu miksura, li wiehed ikun jista’ jiehu passi ta’ rimedju.

Sakemm dawn id-driftijiet tal-bniedem jiġu mħarsa, allura d-demokrazija fil-pajjiż tkun imħarsa u fiż-żgur. Izda meta jibdew jidhru ċerti sinjali, bħal meta tonqos il-libertà ta’ l-istampa, jiġu ipprojbti l-meetings pubblici, jitwaqqfu qrati sigrietni u jsiru abbużi oħra, allura nkunu qegħdin fl-ewwel passi lejn dittatorjat.

### Hawn Malta

Aħna hawn Malta għandna l-unur ingħidu li fil-Kostituzzjoni ta’ l-Indipendenza ta’ l-1964, għandna żewġ kapitoli ibbażati fuq id-Dikjarazzjoni Universali tad-Driftijiet tal-Bniedem. Dawn huma:

Il-Kapitolu II li jissejjaħ “Dikjarazzjoni ta’ Prinċipji”, bħalma huma dawk li jmissu x-xogħol, l-edukazzjoni, il-kultura, is-sigurtà nazzjonali, eċċ.; u

Il-Kapitolu IV li jissejjaħ “Il-Libertajiet u d-Driftijiet Fondamentali ta’ l-Individwu”, bħalma huma dawk tal-ħajja, tal-proprjetà, tal-kompens, is-sigurtà tal-Liġi, il-libertà tal-kuxjenza, ta’ l-espressjoni, ta’ l-assoċjazzjoni, eċċ.

Allura hawn forsi wiehed jistaqsi: Mela aħna lhaqna l-quċcata fl-aspirazzjonijiet tagħna għall-harsien tad-driftijiet tal-bniedem?



Għall-grazzja t'Alla, aħna għandna gvern demokratiku u għandna libertajiet civili u politiċi li nistgħu nipprattikaw bil-faċilità kollha. Izda meta niġu biex naraw f'hiex aħna dwar drittijiet soċjali, kulturali u ekonomiċi, insibu li għad hemm ħafna x'nistgħu nirrangaw. Per eżempju Malta bħal issa għaddejja minn perijodu ta' żvilupp ekonomiku u industrijali. Izda nistgħu ngħidu li kulhadd qed jibbenefika sostanzjalment minn dan l-iżvilupp?

Terġa', għandna nuqqas ta' gustizzja soċjali: sitwazzjoni li fiha xi ftit sinjuri qed isiru sinjuri akbar u akbar, u ħafna oħrajn, speċjalment mill-iżvilupp u l-isfruttar ta' l-art, ma huma qed jibbenefikaw ftit jew xejn.

L-istess fil-kamp ta' l-educazzjoni, għandna bosta żgħażaġh li jibqgħu mingħajr opportunità li jkomplu l-istudji tagħhom għaliex il-postijiet fl-Iskejjel Sekondarji b'xejn governativi, ma hemmx wisgħa hlief għal terz minn dawk li japplikaw.

Imbagħad xi ngħidu fuq id-dritt tax-

xogħol, jekk inharsu lejha fuq l-isfond ta' l-unemployment figure għoli u n-numru ta' dawk li jemigraw, xi drabi kontra qalbhom, biex jipprovdu għajxien aħjar għall-familji tagħhom? U dwar l-isfruttar tal-ħaddiema li m'humiex organizzati f'unions? jew inkella l-isfruttar taż-żgħażaġh?

Fil-prinċipju dawn huma kollha drittijiet imħarsin mill-Kostituzzjoni tagħna, izda mħabba f'ċerti ċirkostanzi ekonomiċi jew politiċi (ħafna drabi mhux tort tagħna) ma jistgħux jithaddmu għal kollox fil-prattika.

Għalhekk tajjeb li wieħed jirsisti f'din is-sena 1968 biex anki aħna hawn Malta nagħrafu aħjar lejn xiex qed nimiraw biex nersqu dejjem iżjed lejn l-ispiritu tad-Dikjarazzjoni Universali tad-Drittijiet tal-Bniedem, li għet adottata għoxrin sena ilu. Izda ma ninsewx li jekk hemm pajjiż li jista' jiftahar li laħaq grad għoli fil-ħarsien ta' ħafna drittijiet oħra, dan huwa pajjiżna. U ta' dan għandna nkunu mkabbrin.

*"Mhux kull min isejjahli 'Mulej, Mulej' jidhol fis-saltna tas-sema; izda min jagħmel ir-rieda ta' Missieri li jinsab fis-smewwiet."*

*(San Matthew 7, 21)*

Il-membri ta' organizzazzjoni serja baqgħu mbikkma meta l-president tagħhom qralhom lista' ta' 46 risoluzzjoni li huma għaddew matul is-sena. Ebda azzjoni ma kienet ittieħdet dwarhom.

Ftit li xejn jiswa li "nagħmlu r-risoluzzjonijiet", ikunu kemm ikunu tajba. L-idejiet tajba jeħtieġ li joħorgu minn prinċipji tajba, veru. Izda jekk ma nsostnuhomx b'xi ħaġa iżjed minn diskors, jibqgħu biss prinċipji sbieħ, fuq l-ixkaffa, jistennu li xi ħadd jagħtihom il-ħajja.

Għal kull minuta li taħli titkellem kif wieħed jista' jirringa d-dinja, iddedika 20 minuta biex tagħmel tassew dak li jidherlek li għandu jsir. Alla jrid li "nagixxu" mhux li "npaċċu".



# Appendix Chapter 4 Scans

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MALTA YOUTH CONSULTATIVE COUNCIL  
Administrative Office,  
Room 32, The Catholic Institute,  
Floriana.

3rd April, 1969

IMPORTANT CIRCULAR TO ALL HEADS AND REPRESENTATIVES OF  
AFFILIATED MOVEMENTS

YOUTH WEEK

EXECUTIVE COUNCIL MEETING

Dear Friends,

An EXTRAORDINARY EXECUTIVE COUNCIL MEETING will be held on Friday 11th April, 1969 at 6.00 p.m. sharp. The meeting will take place at <sup>B</sup>Boy Scouts Headquarters (near Sarria church Floriana)

This meeting will launch the 20th Anniversary Celebrations. It is essential that all movements will be represented. During the meeting, the President will deliver an appeal to leaders to participate and encourage their members to attend the various activities. He will give details about the programme.

The "Lost Souls Beat Group" will be there to entertain you, while Redifussion representatives will interview the officials. The occasion is going to be relayed on Redifussion the following day. Press and M.T.V. representatives are also being invited to report on the occasion.

You are asked to do your very best so that not only the delegates but also the observer will present.

Let us hope that every one will fulfil his duty so that YOUTH WEEK 1969 will be a big success.

V. Mifsud  
President

C. Galea Scammura  
A/General Secretary

Diskors tal-President

Nixtieq niehu din l-okkażjoni biex qabel ma jiġi elett il-Kunsill il-ġdid għas-sena 1968/69 inkellimkom f'tit mhux fuq dak li għamilna matul is-sena li għaddiet, għax dak qalulkom is-Segretarju fir-rapport eżawrjenti tiegħu. Imma rrid inkellimkom fuq il-pożizzjoni tal-MYCC illum u 'l quddiem.

Kif jgħid il-qawl Malti 'fil-għaqda hemm il-forza', illum qed ngħixu fi żmien meta, jekk ma tkunx b'saħħtek imma marid, ma jirnexxilek tiegħu xejn anqas kultant id-drittijiet tiegħek. Jekk hawn xi ħadd li qed jipprova servizz neċessarju għall-iżvilupp soċjali ta' Malta, dan qed jingħata minn numru verament sabiħ ta' movimenti nazzjonali taż-żgħażaġh u mhumieq. Dan kollu dovut għall-ispirtu ta' inizjattiva u ġenerożità ta' ħafna mexxejja volontarji taż-żgħażaġh li qed jiddedikaw ħafna mill-enerġija, ħin u flus tagħhom għall-edukazzjoni soċjali, ċivika, kulturali, reliġjuża, politika, u trejdunjonistika taż-żgħażaġh. Però sal-lum l-uniku sodisfazzjon li dawn kellihom kien il-ġid li dawn il-mexxejja raw isir fiż-żgħażaġh taħt it-tmexxija tagħhom. Però llum wasalna fi żmien meta dawn il-mexxejja jenħtieġ li x-xogħol tagħhom jiġi rikonoxxut mill-awtoritajiet, mhux biss bil-kliem, għax minn dan għandna iktar milli rridu, iżda b'xi mod konkret, bħalma sar f'ħafna pajjiżi oħra.

Biex inkunu nistgħu nilhqu dan il-għan jenħtieġ però li dawn il-movimenti taż-żgħażaġh, minkejja l-varjetà ta' ideali li għalihom jaħdmu kull wieħed minnhom, ikunu wkoll magħqudin flimkien halli permezz ta' forza waħda huma jagħmlu l-kontribut tagħhom nazzjonali u internazzjonali u fuq kolloxx jinħass li qed jagħmluh. Huwa għal dan l-iskop li qed jeżisti l-Malta Youth Consultative Council (MYCC).

Jenħtieġ li l-movimenti taż-żgħażaġh Maltin jifhmu aħjar x'inhu u x'jista' jagħmel il-MYCC. Bħala federazzjoni ta' movimenti nazzjonali taż-żgħażaġh Maltin, il-MYCC jenħtieġ li verament ikun il-mouth piece tagħhom u fuq kolloxx l-ispearhead biex huma jakkwistaw dawk id-drittijiet li huma tagħhom u anki wkoll jikkollaboraw flimkien permezz tal-MYCC għall-ġid taż-żgħażaġh tagħna.

Biex isir dan jenħtieġ li:

- 1) Id-delegazzjonijiet tagħhom fuq l-eżekuttiv tal-MYCC li jiltaqa' kull xahar ikunu membri li għandhom pożizzjoni eżekuttiva fil-moviment tagħhom.
- 2) Li l-aġenda għall-eżekuttiv tal-MYCC tkun ġiet proposta mill-movimenti u mhux inħallu biss lill-President u l-Segretarju jressqu dak li jidhrilhom li jenħtieġ isir. Għalhekk ġibu mozzjonijiet, proposti, problemi u kull ħaġa oħra li tista' b'xi mod ikollha impatt fuq l-opinjoni pubblika f'Malta għall-ġid tal-movimenti u ż-żgħażaġh li huma membri tagħhom.
- 3) Jenħtieġ li l-MYCC jiehu parti aktar attiva fi kwistjonijiet nazzjonali biex hekk il-preżenza tiegħu aktar tinħass. Dan jista' jsir permezz ta' moral support, attività ta' għajnuna, statements, riżoluzzjonijiet jew press releases. Jenħtieġ li, permezz tal-MYCC, nedukaw liż-żgħażaġh tagħna billi nagħmluhom konxji ta' dak li qed jiġri madwarhom kemm fi sfera nazzjonali u dik internazzjonali.

Jiena nħossni ottimista ħafna li permezz tal-premises il-ġodda li ser nifthu fl-Istitut Kattoliku, il-kunsill il-ġdid ikun jista' jaħdem halli jintlaħaq dan il-għan. Nirrakkomandalkom li tagħmlu għażla tajba ta' uffiċjali li lesti li jiddedikaw parti mill-ħin liberu tagħhom halli l-MYCC ikun jista' jiffunzjona b'aktar effiċjenza.

Iżda biex dan isir hemm bżonn ukoll li kull moviment jara li mhux biss hu jkun all right, imma jkun lest li jagħti kull għajnuna lill-MYCC permezz ta' attendenza regolari għal-laqqgħat u jieħu parti attiva fl-attivitajiet tal-MYCC.

Ma rridx nispiċċa qabel ma nirringrazzja lill-uffiċjali u delegati kollha tal-ħidma tagħhom fl-MYCC, kif ukoll tal-għajnuna li tawni minn Jannar 'l hawn meta jien ġejt elett President. Hawn irrid nirringrazzja lis-Sur Paul Galea l-eks President tal-għajnuna li tana kemm ilu li sar Youth Service Organizer mal-gvern. Nispera li din l-għajnuna nsibuha aktar fis-sena li ġejja.

Hawn nixtieq nawgura lill-kunsill il-ġdid sena ta' suċċess fil-ħidma tiegħu. Din ser tkun sena li fiha:

- 1) Il-kunsill il-ġdid permezz tal-Credentials Committee jistudja sewwa l-pożizzjoni tal-membership tal-MYCC u għalhekk isaħħaħ il-membership;
- 2) Jipprova li jħajjar lil ftit movimenti nazzjonali taż-żgħażaġħ li baqa' jidhlu fil-MYCC. Tajjeb li ngħid hawn li anki movimenti taż-żgħażaġħ ta' natura politika jistgħu jkunu membri. Ġurnal din il-ġimgħa ġab li dan ma jistax isir;
- 3) Jaħdem ħalli nakkwistaw an annual financial grant mill-Gvern;
- 4) Jagħmel rappreżentazzjonijiet ħalli tiġi abolita l-entertainment tax fuq fund raising activities ta' movimenti taż-żgħażaġħ rikonoxxuti;
- 5) Jipprepara u jesegwixxi programm ta' attivitajiet li bihom jiġi ċċelebrat kif jixraq l-20 anniversarju tal-MYCC.
- 6) Jipparteċipa permezz ta' delegazzjoni fis-7 Assemblea Ġenerali tal-World Assembly of Youth li tagħha aħna full founder member u li ser issir f'Liege l-Belġju f'Awwissu 1969. Ghedt li aħna full members għax f'ġurnal Malti dil-ġimgħa kien hemm li l-MYCC mhux aċċettat mill-ebda Moviment Internazzjonali. Tajjeb ngħid li aħna sirna membri minn tal-ewwel meta l-akbar għaqda internazzjonali ta' movimenti taż-żgħażaġħ fid-dinja giet imwaqqfa, il-World Assembly of Youth.

Nawgura lill-kunsill il-ġdid li jkollu l-akbar suċċess f'dawn l-attivitajiet.

Victor Mifsud

President MYCC

22-06-1968

1.

24th Seminar of the Campaign for European Civic Education  
on

EUROPEAN ASPECTS OF CIVICS TEACHING  
( to pupils from 12 to 18 )

September 21 - 27 1969

St. Michael's College of Education  
MALTA.

Experimental Lesson to pupils in the Secondary Lower Forms 12-14 years  
on  
YOUTH ORGANISATIONS AND A UNITED EUROPE

Purpose of Lesson : To introduce the importance of the idea of  
European Unification through youth organisations  
with which these pupils are in contact.

Lesson

Aims of Youth Organisations

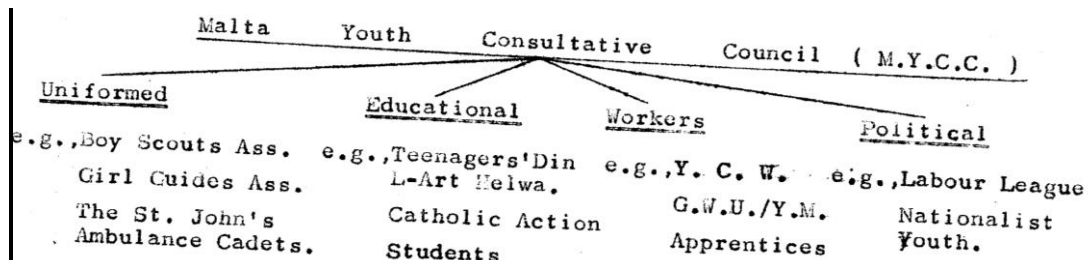
1. To promote the physical, mental, moral, cultural and civic development of the young.
2. To train the young to become, thoughtful of others and loyal to their country.
3. This is done through the fruitful use of their leisure time in youth centres.

To achieve these aims the following activities are organised:

Activities : Three stages

- 1st stage -- The coming together and its natural results,  
i.e., playing together, parties, socials, hikes,  
outings by the seaside, camping and sporting activities.
- 2nd stage -- All the things that belong to the development of  
the mind and the spirit, i.e., the handicrafts, the  
drama circle, the music group and the discussion group.
- 3rd stage -- Practising the art of living together,  
i.e., respect, love, help, tolerance, service to others,  
through first aid, home nursing, visiting the sick  
and the aged, doing manual work for needy people.

Types of Youth Organisations



#### On the National Level

2.

The Malta Youth Consultative Council is a voluntary body that unites Maltese youth organisations,

1. to have a parliament of youth
2. to create co-operation among the various youth organisations
3. to represent youth organisations on the national and the international level.

The Youth Service Organisation is a governmental organisation set up to help youth organisations.

#### On the European Level

##### Malta and the Council of Europe

Soon after becoming independent in 1964, Malta joined the Council of Europe.

##### What is the Council of Europe

- \*\* The Council of Europe is an organisation of 18 European countries formed for the purpose of creating a united Europe.
- \*\* It was founded in 1949 and has its headquarters in **Strasbourg**.

The member countries are:

Malta	Ireland	Iceland
Italy	Netherlands	Norway
U.K.	Belgium	Sweden
W.Germany	Luxemburg	Denmark
France	Cyprus	Austria
Greece	Switzerland	Turkey

- \*\* Representatives from all these countries meet regularly to discuss common problems, learn from each other and see how they can help each other.
- \*\* THIS IS ALSO DONE BY YOUTHS COMING FROM YOUTH ORGANISATIONS IN EUROPE INCLUDING MALTA.
- \*\* SINCE INDEPENDENCE YOUTH ORGANISATIONS IN MALTA, THROUGH THE CONTACTS OF THE M.Y.C.C. HAVE BEEN SENDING YOUTH LEADERS TO BE TRAINED AT THE COUNCIL OF EUROPE YOUTH CENTRE IN STRASBOURG.

What is the European Youth Centre : It is a place intended ,

1. to provide youth leaders with additional training in a European context.
2. to serve as a meeting place favourable to international understanding for non-governmental organisations.
3. to facilitate the participation of young people in the solution of problems of concern to youth.

For this purpose the European Youth Centre holds,

- Courses on European Youth Problems
- Foreign Language Courses
- Research and Information on Youth Organisations

3.

#### Conclusion

- a) How beneficial youth organisations can be for the development of the young.
- b) How important it is that European countries unit together in all spheres of life to help each other and become one and strong united Europe.

\*\*\*\*\*

#### Questions to be answered by pupils

1. From the project which you have done on youth organisations and to-day's lesson write what are the aims of youth organisations.
2. Mention some of the activities of youth organisations.

3. What is the Council of Europe ?

4. What is the Council of Europe doing to help youth organisations in Europe including Malta ?

5. Collect as much information as you can on the Council of Europe and make a project on its work for European Unification first in the field of youth work and then in all spheres of life.



ST. JOSEPH SECONDARY TECHNICAL SCHOOL, PAOLA.

29th July 1969

Sir,

From the 21st-27th September 1969 an INTERNATIONAL SEMINAR on the subject "European Aspects of Civics Teaching" is being organized at St. Michael's College of Education, St. Julian's. Taking part in this Seminar there will be twenty educationalists from Malta and another twenty educationalists from European countries. As part of the Seminar there will be a CIVICS LESSON given to a group of selected students.

I am pleased to inform you that your son has been chosen to form part of a small group of students from St. Joseph Secondary Technical School, Paola, to whom the lesson will be given on Thursday 25th September 1969. Transport will be available for your son. Further details will be sent later.

To make some important preparations your son is being asked to come to school for a meeting with me, next Tuesday 5th August 1969 at 9.30 a.m. in Block A Room 1.

Just before we finished school I have given instructions to your son to prepare a small project on the subject "Youth Organizations in Malta". Will you please tell your son to bring with him on Tuesday that part of the project which he has done. During the meeting I will be able to help him finish his project. He should bring a pen and paper with him.

For those who finish their project before Tuesday 12th August 1969, I will be organizing A DAY BY THE SEA-SIDE at Golden Bay, Għajn Tuffiegha. This will take place on Tuesday 12th August 1969, but details about it will be given at the meeting next Tuesday.

Whilst thanking you in anticipation for your cooperation I send you my best regards.

Yours sincerely,

*Victor Mifsud*

Victor Mifsud

Civics Master

P.S. My personal address is 1, St. Francis Street, Zejtun.

I meet your son NEXT TUESDAY 5th August at 9.30 a.m. at School.

## European Integration And Youth

By VICTOR MIFSUD  
(INTERNATIONAL SECRETARY, M.Y.C.C.)

Recently I had the opportunity to represent the Malta Youth Consultative Council at a course on "European Problems and Youth Publications."

My stay at the Council of Europe Headquarters in Strasbourg was a very thrilling experience and I found it was most rewarding to have met representatives from Austria, Belgium, Denmark, France, Italy, Germany, Iceland, Netherlands, Norway, Sweden, Switzerland, Turkey, United Kingdom and Greece.

This important meeting was organized by the Council of European National Youth Committees, of which the M.Y.C.C. is an Observer Member, in collaboration with the Experimental European Youth Centre, of the Council of Europe. These are two separate bodies but they cooperated to organize this course.

One of C.E.N.Y.C.'s aims is "to stimulate the development of a European consciousness among the younger generation", and with a similar purpose the Ministers of the member countries of the Council of Europe in 1960 decided to set up a European Youth Centre. This Youth Centre is at its experimental stage now, but it is hoped that by the 20th Anniversary of the foundation of the Council of Europe

in 1969, a new building will have been set up to house the Youth Centre. This will be built on the same ground where the Headquarters of the Council of Europe now stands in Strasbourg.

Themes such as "The action and prospects of the Council of Europe with regard to European Unity", "The European Economic Community and its enlargement", "The European Free Trade Area", "The Press and its sociological implications", "Youth Press and European Integration" and "Financing Lay-out and Selling" led to a clearer communication and understanding among the delegates.

As Malta's representative I participated most actively after being chosen as Chairman of three workshops in which Austria, Netherlands, Belgium, Iceland, United Kingdom, Sweden and Norway were represented. I was able to learn of the problems of those countries in particular and assisted in the drafting of the final report.

Mr. Hugh Beesley, Head of Division, Directorate of Political Affairs of the Council of Europe; Mr. John Lambert, Journalist and expert on problems of European Integration, Brussels; Mr. Louis Darms, Director of the Institute of Social Communications Technique, Brussels; Mr. Norenburg, an expert on publications; Mr. M. Livi, Press and Information Department E.E.C.; and Mr. Croome from E.F.T.A. were among the distinguished speakers.

I was able to raise some of the problems facing Malta. I spoke about the difficulty encountered by our young people in the search for work;

(Cont. foot next col.)

NOTES AND NEWS FROM GOZO

## THOSE DECISIONS,

This week may be momentous for the island. Two important decisions have to be taken, or at least so it is hoped, on problems that have during the past 13 months torn public opinion apart in what may be termed the most heated controversies in recent times.

The first of these concerns the new ferry boat that should be due to start service within the first week of November. It has been twice reported during the past week that the matter has been discussed at Cabinet level. No official announcement has yet been made.

A decision was due at least six months ago, in order to allow enough time for the successful tenders to compile himself with the required regulations in the purchase of a suitable vessel. Ships are not like dresses made to measure in a matter of weeks and consequently a things now stand we may have to wait until the new year for the proper adjustments to be made.

One grave consequence of this much detested and unnecessary procrastination which in all probability has to be borne by the people, is the rise in the fare. As soon

## MALTA CATHOLIC ACTION ANNUAL SEMINAR



The Male Youth Branch of the Malta Catholic Action held its annual seminar at Mount St. Joseph, Malta.

After the report of the activities of the Central Council was read by Mr. T. Mifsud, the Central Secretary, the aspirants' report and the financial report were read by

Mr. Gino Axia and Mr. C. Galea respectively.

The first speaker during the seminar was Mr. F. Montesin, the Central President. He said that the Parish centres will this year organize open activities, aimed at reaching youths who are not members of the movement.

In his address, the International Secretary spoke of the activities of the Parish centres. Mr. Zammit said that the Branch will work in close cooperation with the Young Christian Workers Movement in order to establish contact with the workers in factories.

Rev. Can. C. Aquilina, the Ecclesiastical Assistant, spoke of the importance of the spiritual formation of the members of the apostolate.

The seminar was concluded by Mr. E. Gerada, the Auxiliary Bishop, who spoke of his enthusiasm at being present among the young people who were seriously discussing how they could help their colleagues.

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MINISTRY OF EDUCATION,  
CULTURE & TOURISM,

Valletta, Malta.

*21/4* March, 1969

Mr. V. Mifsud,  
1 St. Francis Street,  
Zejtun.

Dear Sir,

I am pleased to inform you that my Minister has nominated you a member of a delegation of three experts in the field of Youth Affairs which has been invited by the German Ministry for Family and Youth Question for about two weeks in Germany between the 1st and the 15th July 1969.

Government will defray 50% of the cost of the passage and all expenses which would accrue to you in Germany would be borne by the German competent Ministry.

I shall be grateful if you will give the matter your very early consideration and inform me whether you accept the nomination so that I shall be in a position to obtain the necessary clearance from the Principal Assistant Secretary, Establishments.

Yours faithfully,

*[Signature]*  
Secretary.

copied to: A/Secretary, M.C.F.A.  
Secretary, M.F.C.P.  
P.A.S. (Ests.)  
Director of Education  
Y.S.O.

1, St. Francis Street,  
Zejtun.

23rd May 1969

The Secretary,  
Ministry of Education,  
Culture and Tourism,  
Valletta.

Dear Sir,

With reference to your letter of the 20th May 1969 I accept the nomination of your Minister to be a member of a delegation of three experts in the field of youth affairs which is to visit Germany between the 1st and the 15th July 1969, provided leave with pay is granted.

However, I would like to register my disappointment that despite the fact that I will be going to Germany as an expert member of a delegation sent by the Malta Government, I have been made to pay 50% of the cost of the passage, notwithstanding my request to the contrary.

Yours faithfully,

*Victor Mifsud.*

Victor Mifsud

**FIRST MALTESE YOUTH LEADER DELEGATION visits the  
FEDERAL REPUBLIC OF GERMANY.**

Mr Paul Galea and Mr Joe Bondin together with Miss Joan Camilleri from the Young Christian Workers and Mr Victor Mifsud from the Malta Youth Consultative Council were the guests of the Federal Ministry for Youth, Family and Health in Bonn and Berlin between the 15 - 30 November.

9.

The delegation, nominated by the Hon. Minister of Education, Culture and Tourism, after an invitation from the Federal Government through the German Embassy in Malta, visited Bonn, Kassel, Holzminden, Sonnenberg and Berlin besides a visit to the Dusseldorf headquarters of the German Catholic Youth Federation and to Essen - the headquarters of the German Young Christian Workers.

Most valuable contacts have been established and a lot of experience gained, both of which will come in useful in the future.



Bidu

Ghadd ta' mexxejja ta' movimenti li huma msehbin fil-MYCC ltagghu fil- G.W.U. Youth Movement Headquarters, il-Belt, biex jiddiskutu t-tema tal-GIMGHA TAZ-ZGHAAZAGH organizzata bhala parti mill-attivitajiet ta' tifikira tat-twaqqif tal-MYCC. It-tema hi : Il-Moviment taz-Zghazagh.

Is-Sur Victor Mifsud (President) fetah il-gurnata ta' studju billi ta spjegazzjoni ta' l-iskop taghha. Wara d-delegati tqassmu f'zewg gruppi biex jiddiskutu aspetti differenti tat-tema. Grupp "A" li kien immexxi mis-Sur Joe Coleiro Tonna, iddiskuta 'Iz-Zghazagh u t-Tibdil Socjali' u 'Ix-Xoghol fost iz-zghazagh fil-futur'. Is-Sur Charles Galea Scannura (A/Segretarju Generali) mexxa Grupp "B" li jddiskuta 'Iz-Zghazagh Revoluzzjonari' u 'is-sehem taz-zghazagh fin-nazzjon'. F'kull grupp kien hemm diskussjonijiet interessanti w kritika kostruttiva waqt li ssemghew bosta ilmenti w suggerimenti li jaghmlu z-zghazagh Maltin.

Wara nofs in-nhar il-gruppi nahaqqdu flimkien biex jghamlu Forum dwar is-suggetti li kienu jddiskutu. Dan il-Forum gie mmexxi mis-Sur V. Mifsud, fil-waqt li bhala kelliema mistiedna biex jindirizzaw lill-gruppi kien hemm is-Sur Paul Galea, il-Youth Service Organizer (Governattiv), is-Sur Vincent Farrugia, ghalliem ta-Civika w membru attiv tal-Malta Union of Teachers, u s-Sinjura Gemma Grech li rraprezentat liz-zghazagh li ma jattendu ebda ghaqda.

GRUPP "A"

Dan il-grupp beda billi mnota li z-zghazagh m'ghandhomx interess sewwa fil-politika ghaliex ix-xjenza politika mhux qed tigi studjata fl-ebda qasam ta' l-edukazzjoni. Jinhass il-bzonn li dan it-tahrig jibda jinghata biex tizvilluppa interess personali w soċjali fost iz-zghazagh, per eżempju, fl-Universita. Iz-zghazagh huma nteressati fit-tibdil soċjali izda m'ghandhomx inkoraggiment. Zghazagh organizzati jiehdu aktar interess, u ghalhekk jinhitig li l-organizzazzjonijiet li ghandna, jghinu liz-zghazagh isibu l-opportunitajiet u jfittxu soluzzjonijiet ghall-problemi.

Bhala servizz nazzjonali ghaz-zghazagh f'Malta ghandna il-Youth Service Organization. Il-movimenti taz-zghazagh jafu li l-Y.S.O. lesta biex tghinhom, izda jistennew aktar għajjnuna specifika. X'uhud huma ta' l-opinjoni li dawk li qed jattendu l-korsijiet tal-Y.S.O. jaghtu l-impressjoni li huma ghaqda ta' zghazagh tal-Gvern u b'hekk jigi li l-Gvern qed jikkompeta mal-ghaqdiet volontarji. Jekk dan hu hekk, m'ghandux ikun.

Grupp "A" innota wkoll li ghalkemm id-dritt għall-participazzjoni qed jigi accettat mill-Gvern u l-Knisja, fil-prattika qed jigi m'fikk. Dan minhabba li z-zghazagh qed jghixu f'atmosfera ta' restrizzjonijiet mhux gustifikati. B'hekk l-izvilupp taz-zghazagh qed jigi m'fikk. Hemm bzonn li jkun hemm rappreżentanza aktar ko-ordinata ta' l-ghaqdiet taz-zghazagh ta' kull aspekt u din ir-rappreżentanza tkun mghejjuna mill-Gvern. Biex dan jitwettaq jehtieg li l-movimenti tradizzjonali jigu agornati sewwa ghaliex iz-zghazagh il-burokrazija jddejjaqhom.

GRUPP "B"

Dan il-grupp studja "Iz-zghazagh revoluzzjonari". Iz-zghazagh jirribellaw ghaliex (1) ikun hemm nuqqas ta' dixxiplina, (2) ikun hemm attitudni ta' paternalizmu u dominazzjoni, (3) minhabba li waqt li qed jizvillupaw aktar kmieni, min hu fil-poter qiegħed 'out of touch' magħhom u jsibha bi tqila biex sehem liz-zghazagh, (4) hemm nuqqas ta' kuntatt dirett ma' min qed imexxi, (5) iz-zghazagh iridu aktar minn tahdietet, iridu legislażżjoni w għajjnuna. Illum hawn hafna 'consumer youths' li għandhom id-dritt għall-participazzjoni attiva. (6) Il-kbar kultant geluzi għaz-zghar: iridu li jkun huma l-isponsors ta' attivitajiet originali. Minhabba f'hekk l-apprezzament tax-xogħol fost iz-zghazagh jonqos għax ma jkunx hemm xi jhajar liz-zghazagh.

X'mezzi juzaw iz-zghazagh biex iwasslu l-protesti tagħhom? Meta ma jiguz misugħa z-zghazagh jippruvaw issemgħu lehenhom billi (1) jiktbu fil-gazzetti, (2) jagħmlu marci ta' protesti, (3) jiksru r-regolamenti tal-ghaqdiet u tal-ligi, (4) iwettqu atti ta' vandalizmu fl-iskejjel,

fit-triq, fuq il-post tax-xoghol u postijiet ohra, (5) jitolqu minn moviment għall-iehor, (6) jippruvaw jorganizzaw attivitajiet soċjali li fihom juru l-attivitajiet tagħhom u l-protesti tagħhom b'mod li jkser it-tradizzjoni.

F'Malta z-zghazagh huma xi ftit dizorganizzati, għandhom fihom certa apatija w huma mrazzna. Dan għaliex l-għaqdiet għandhom attivitajiet limitati waqt li l-korruzzjoni hija nkorragita mill-kbar, per eżempju fil-football. Rigward relazzjonijiet bejn zghazagh studenti u oħrajn li ma humiex, gie nnotat li naqset id-diskriminazzjoni imma għadha teżisti. Fost l-oħrajn kienu l-unions, l-ewwelnett il-GWU, li għenu biex din tonqos. Illum naraw li l-industrijali għandhom mexxejja aħjar. Dan forsi għaliex l-istudenti universitarji għadhom jagħmlu diskriminazzjoni ma' studenti oħrajn u zghazagh oħra. Biex tonqos din id-diskriminazzjoni jehtieg li l-edukazzjoni sekondarja għal kulhadd tigi kmieni kemm jista' jkun u ma noqghodux nistennew iz-zmien jghaddi; m'għandhiex tintuza bħala "a vote catching bait".

Iz-zghazagh Maltin mhumieq revoluzzjonari fil-karattru tagħhom għalkemm għandhom fuq xhiex jipprotestaw. Huma mderrijin ikunu passivi minhabba r-religjon u l-eredita kolonjali. Ragunijiet specifiki li minhabba fihom iz-zghazagh Maltin ma jgħidux huma (1) biza' li l-fama tagħhom tigi 'mhasra' u b'hekk tnaqqsilhom id-cans ta' mpjieg -- jibzghu li jigu ttimbrati, (2) certa prosperita li qedha tnavijjhom. Is-socjeta tal-konsum qed tbieghed liz-zghazagh mill-problemi tagħhom veri. (3) Id-cokon tal-pajjis li jagħmilna 'mies merfghu fil-konna', (4) servilizmu kolonjali u għal dak kollu li hu berrani, u (5) iz-zghazagh huma mgħobbija bl-istudji minhabba l-kompetizzjoni enormi għal xoghol li l-oportunitajiet tiegħu huma limitati hafna.

Fuq xhiex jipprotestaw iz-zghazagh għandhom : nuqqasijiet fl-edukazzjoni, nuqqas ta' djar, esplotazzjoni fix-xoghol. Iz-zghazagh iridu divertiment u avventura, iridu jbiddu l-burokrazija u jneħhu r-'red tape', iridu li jitwaqqfu kunsilli rappreżentattivi ta' l-istudenti, iridu djalogu mal-'Establishment' u 'guidance' li tkun diskreta. Iz-zghazagh jippretendu li is-suggerimenti tagħhom f'attivitajiet li jolqtuhom jigu milqugħa u li tingħatalhom edukazzjoni aħjar. Jehtieg li jkun hawn 'Vocational and Educational Guidance' biex tagħti skop għall-hajja. Dan hu xoghol ta' l-istat li għandhu jipprovi oportunitajiet ta' xoghol bil-quddiem biex ikun hemm għans ta' għazla u titneħha l-istigma tal-'job'. Iz-zghazagh iridu jkun utli imma jippretendu li jkollhom aktar attensjoni, stima, simpatija u komprensioni.

#### IL - FORUM

Fil-Forum il-kelliema mistiedna għamlu diskorsi fuq is-suggetti li gew studjati mill-gruppi, imbaħhad tqajmet diskussjoni li fiha gew imressqa hafna suggerimenti.

#### IZ-ZGHAZAGH JISTGHU JAGHTU SEHEM AKBAR . . .

L-istampa taz-zghazagh tal-lum li wiehed jiehu meta jaqra l-aħbarijiet fil-gazzetti ta' kuljum hi aktarx dik ta' grupp ta' nies għazienza, gemgiema u viljakki. Dan għaliex certi gazzetti jimlew kolonni shah fuq in-nuqqasijiet taz-zghazagh. Ftit naqraw dwar dawk li jgħattgħu siegħat shah u granet shah jghinu lil għirhom mingħajr ebda rikompens ta' xejn. Din l-impressjoni tinbidel kull meta l-pubblika jistenbah u jara hafna zghazagh, fosthom studenti, jittallbu s-soldi, iqassu leaflets u jgħajru n-nies jiffermaw xi karta biex ikunu jistgħu jwettqu xi haga tal-gid. Hawnhekk jaraw liz-zghazagh bħala mhux hżiena, iridu jgiebu bidla izda ma jafux x'jaqdu jagħmlu. Daw hu l-inkwiet tagħna.

Iz-zghazagh Maltin huma lesti li joffru l-enerġija tagħhom biex jaraw tibdil fil-pajjis, izda l-oportunitajiet li ezistew sal-lum għad ma irnexxielhomx jgiebu l-kotra l-kbira, u bidla soċjali li irnexxielhom jgiebu hi zghira tassew. Jehtieg li z-zghazagh juzaw sistemi aktar diretti mhux jipriedkaw, iġergru u jipprotestaw biss. Jistgħu jagħmlu xi ftit mill-hosta li hu d-dmir tal-awtoritajiet li jagħmlu. Dan diga qed isir minn xi għaqdiet, per eżempju, Teenagers 'Din L-Art Helwa' mhux biss ipprotestaw kontra n-nuqqas ta' ndafa izda marru jmiddu jdejhom għax-xogħol huma stess, il-Voluntary Service Corps taw bidu għall-progetti ta' xogħol miz-zghazagh, l-istudenti ta' St Michael's College of Education għenu fil-kampanja ta' thawwil ta' sigar. Jehtieg li noholqu aktar oportunitajiet fejn iz-zghazagh ikunu jistgħu jmiddu għonqhom għax-xogħol : jagħmlu xi xogħol mehtieg fl-istituti u lokalitajiet fqar, jieħdu hsieb l-'equipment' tal-Malta Playing Field Association. M'hemmx għalfejn noqghodu nistennew il-bahrin Amerikani jigu Malta biex nagħmlu dan. Suggerimenti oħra kienu li z-zghazagh jistgħu

jghinu fil-bini ta' xi blokk għall-familji batuti biex jidher l-ispejjeż, dawk li huma speċjalizzati fis-sinjura jgħallaw jgħallu f'xi fabbriki fil-hin liberu tagħhom, jagħtu sehem aktar attiv fit-tnexxija tal-kumitat civili, jagħmlu kampanji kontinwi kontra l-ingustizzji. Attivitajiet bħal dawn fil-qasam ta' community development, jagħtu stampa ta' zghazagh biezla u responsabbli.

Meta z-zghazagh juru ruhhom verament responsabbli hadd ma jkun jista' jinnegallo id-drittijiet u l-libertajiet li huma tagħhom, hadd ma jkun jista' jinnega id-dritt lill-mexxejja tagħhom li jippartecipaw fil-bosta pjanijiet li qed jigu kontinwament infassla fil-qasam politiku, socjali u ekonomiku, li flimkien qed jibdlu wicc Malta mil-lejl għan-nhar. Iz-zghazagh Maltin jixtiequ bosta tibdiliet socjali, per eżempju fil-qasam legali fejn jidhru z-zghazagh u l-għaqdiet tagħhom; l-edukazzjoni li hija marbuta mat-turizmu; għajna socjali fejn zghazagh inkapacitati jridu jistennu il-hnieta ta' għaqdiet volontarji u jigu offriti impjieg biżżejjed mizera ta' lira u sittax-il xelin fil-gimgha; sistema ta' promozzjoni fl-impjieg fejn zghazagh bi kwalifiki tajba jigu mghotja q-cans tagħhom u mhux dejjem jigu mwarra, ukoll f'dipartimenti tal-Gvern, biex il-promozzjoni tittiehed min-nies bi ftit kwalifiki u idejta f'għajni; iz-zghazagh iridu jgħallu l-'image' tagħhom biex ikunu jistgħu jikkumbattu l-ispekkulazzjoni, in-nepotizmu u l-korruzzjoni li qed jifnu l-hajja socjali Maltija.

Meta z-zghazagh juru li lesti biex jgħallu r-responsabilità ta' partecipazzjoni f'decizzjonijiet vitali fil-qasam politiku, socjali u ekonomiku, iz-zghazagh ikollhom jittiehdu bis-serjeta u kull attivita li jorganizzaw bilfors li jkollha rispons. Iz-zghazagh jistgħu jagħtu sehem akbar minn issa għalix is-sitwazzjoni qed tikrieh dejjem aktar u l-bidla socjali mehtiega qed issir ta' proporzjonijiet kbar wisq.

#### IZ-ZGHAZAGH GħANDHOM BZONN GħAJNUNA AKTAR . . .

Iz-zghazagh qegħdin jipprotestaw u jirribellaw għalix iridu s-sincerita, il-verita u l-gustizzja. Huma mdejjqa bl-ipokrezija ta' nies li jipposaw ta' nies tajba; huma illuzionati għax qed isibu li jew ikollhom icedu għall-konvenzjoni konservattiva jew jirribellaw biex jirrangaw is-socjeta li fiha jgħallu. Jekk ma nisimgħu x'iridu, inkunu qed nistiednu l-inkwiet.

Hi haga tajba kieku l-għaqdiet jidderiegu sewwa l-enerġija taz-zghazagh. Izda għandna għaqdiet taz-zghazagh iddominati mix-xjuħ, fil-waqt li l-Knisja mhiex tgħin biżżejjed lill-għaqdiet religjużi. Din tista' tgħin fil-bini ta' 'youth centres' u thalli z-zghazagh imexxuhom. Barra minn hekk jehtieg li għaqdiet bħall-Azzjoni Kattolika Maltija tkun aktar demokratizzata u modernizzata fl-attivita tagħhom. Ohrajn, bħaz-Zghazagh Haddiema Nsara, weghdu hafna u taw ftit kontribut minhabba n-nuqqas ta' varjeta fl-attivitajiet tagħhom, nuqqas ta' għajna min-nies li kollhom jgħallu u indhil mill-kbar.

Bħala għajna socjali z-zghazagh iridu jaraw dixxiplina fl-awtoritajiet u fl-għaqdiet kollha, fiducja aktar fihom u aktar liberta (mhux licenzja) fit-tnexxija ta' l-għaqdiet tagħhom. Bħala għajna finanzjarja l-għaqdiet taz-zghazagh jistennu kemm mill-Knisja, kif ukoll mill-Gvern u l-Industrija. Huma jistennu li l-'Entertainment Tax' ma tibqax tolqot attivitajiet socjali tagħhom u li jsir 'National Trust' bħalma hemm fil-Germanja biex tkun tista' tgħallu l-għajna. Il-Gvern jista' jgħin, izda ma għandux jgħallu l-għaqdiet taht idejha: hu jista' jgħin lill-federazzjoni tal-għaqdiet u jgħin halli jgħallu qaf bord komuni li fih ikunu rappreżentati l-għaqdiet u dawk li jistgħu jgħallu biex jiddeciedu fuq il-kwalita u kwantita ta' għajna annwali.

Iz-zghazagh Maltin jehtiegu aktar idejta u direzzjoni diskreta biex iwettqu hidmiet ta' siwi kemm għalihom u kemm għal għajra. Zewg eżempji ta' dan naraw fil-Voluntary Service Group tas-Seminarju li marru jgħallu d-djar ta' familji foqra u l-istudenti tal-Malta College of Arts, Science and Technology li hadu hsieb jipprovdu għajna lill-Isqallin li sofrew tbatija kawzata mit-terremoti li saru. Is-success tal-gabra għall-fqar tal-Voluntary Service Corps kien jiddependu mill-għajna li ngħallu iz-zghazagh li marru jgħallu tul il-Gzira. Biex iwettqu hidmiet aktar iz-zghazagh jehtiegu għajna aktar.

#### IZ-ZGHAZAGH FOSTHOM IRIDU XOGHOL AĦJAR . . .

Ix-xogħol fost iz-zghazagh jiddependi mill-kontribut tal-għaqdiet fit-tbidil socjali u ekonomiku tal-pajjiż. Dan ix-xogħol mhux apprezzat għax għadu mhux ikkunsidrat mill-awtoritajiet bħala parti importanti tal-edukazzjoni.



Dan jigi apprezza meta jigi mmexxi b'mod aktar professjonali minn mexxejja zghazagh inharra w jekk jista' jkun imhallsa.

Fis-socjeta Maltija diga qed naraw xi tibdil. Li-"school leaving age" ser tghola u din tinvolvi aktar hidma min-naha tal-ghaqdiet. Wahidha mhux ser issolvi problemi. Jehtieg li l-movimenti tradizzjonali jibidlu s-sistemi qodma li jhaddnu, jehtieg li jigu modernizzati ghal issa u ghal imbaghad. Il-movimenti jridu jahsbu aktar biex jipprovdu attivitajiet ghaz-zghazagh li ma huma jattendu f'ebda ghaqda. Il-hin liberu qed jizdied u jehtieg jimtela b'attivita miz-zghazagh ghaz-zghazagh, mhux biss attivita kommercjalizzata w immexxija biex tissodisfa l-qliegħ tal-kbar u barranin.

Għandna bzonn aktar 'leaders' zghazagh hawn Malta. Dawn iridu jkunu mharra, lesti biex jahdmu b'atteggment anqas formali. Uħud mill-movimenti għandhom bzonn bidla radikali inkella ser jigu mwarra minn movimenti tal-mument li jitwaqqu minn individwi b'ambizzjonijiet persunali u li wara jispicaw u jhallu vojta kbar.

Il-Gvern Malti qiegħed jagħti għajna zghira ferm. Il-facilitajiet 'in kind' li jipprovdi qed jingħataw sa fejn jippermettu l-affarijiet li diga jezistu. Il-Youth Service Organization jehtieg tigi mħabha biex tkun tista' tghin lill-ghaqdiet kollha. Il-kontribut tal-Gvern fil-futur jiddependi mill-ħsieb, mix-xogħol u mill-istudju tal-ghaqdiet. Għandu jezisti 'partnership' bejn l-ghaqdiet u l-Gvern u f'dan il-kas il-Gvern irid jifhem li ideat u ideali godda iridu jigu minn isfel : jehtieg tingħata importanza liz-zghazagh biex tigi effettwata riforma li tkun ta' gid fil-bidla soċjali li diga bdiet isseħħ u biex jigu solvuti problemi li jolqtu l-generazzjonijiet li gejjin. Iz-zghazagh tal-lum huma l-mexxejja ta' għada u għalhekk jehtieg li issir 'Youth Policy' u din tigi fformata fuq il-pariri li jagħta z-zghazagh stess.

#### SUGGERIMENTI

- 1/ Jehtieg tingħed l-attenzjoni tal-kbar biex barra li jkun hemm djalogu maz-zghazagh, ikun hemm ukoll il-possibilita ta' partecipazzjoni attiva miz-zghazagh. Jekk il-kbar fl-awtorita ser jibqghu torox għat-talbiet taz-zghazagh, dawn ikunu aktar aggressivi għalkemm b'mod kostruttiv.
- 2/ Fil-waqt li għandha ssir riforma fil-movimenti tradizzjonali, dawn għandhom itwettqu diversifikazzjoni fl-attivitajiet tagħhom biex jipprovdu aktar opportunitajiet ta' żvilupp individwali.
- 3/ Għandu jibda jingħata 'Special Merit Award' liz-zghazagh wara li jkunu wettqu xi hidmiet ta' siwi fil-qasam ta' xogħol fost iz-zghazagh, bl-iskop li jinkoraggixxi liz-zghazagh jieħdu sehem aktar f'attivitajiet bħal dawn.
- 4/ Għandu jigi ddikjarat ufficjalment Jum iz-Zghazagh nazzjonali.
- 5/ Għandu jigi stampat bil-Malti l-'Universal Young Workers Charter' biex iz-zghazagh haddiema jkunu aktar konxxji tad-drittijiet tagħhom kif ukoll tad-dmirijiet tagħhom.
- 6/ Fondazzjonijiet ghaz-Zghazagh biex jghinu finanzjarjament progetti li jkunu ser jigu mwettqa mill-ghaqdiet taz-zghazagh għandhom ikunu meħlusa mit-taxxa. Din il-Gvern jista' jiddikjara bħala 'Karita Approvata'.
- 7/ Il-Gvern għandu jipprovdi assistenza finanzjarja lill-ghaqdiet taz-zghazagh kollha biex iwettqu l-programmi u l-progetti tagħhom. li jkunu ta' utilita għall-pajjiz u mezz ta' edukazzjoni.
- 8/ Għandu jkun hemm Ministeru tal-Edukazzjoni, Kultura u Affarijiet taz-Zghazagh separat mill-Ministeru tat-Turizmu biex ikun jista' jahdem bis-serjeta għall-edukazzjoni u l-formazzjoni tal-Maltin ta' għada.

Rapport Mahrug mill-MALTA YOUTH CONSULTATIVE COUNCIL - 13 ta' April 1969

c/o 1, St. Francis Street,  
Zejtun.

30th March 1968.

The Secretary,  
W.A.Y.

Sir,

Herein I enclose the nomination form for the Human Rights Seminar together with separate sheets providing fuller information asked for.

My council has chosen me to participate in this Seminar. But since the finances of the M.Y.C.C. are nil we can only participate if W.A.Y. is so kind as to provide one of its travel grants to us

We would very much like to participate in this Seminar, thus we hope that W.A.Y.'s help would be forthcoming.

Since travel arrangements have to be made early and leave asked for we would be most obliged if you can inform us of the travel grant at the earliest possible time.

Thanking you in anticipation, I hope that our application would be received with favour.

Yours sincerely,



Victor Mifsud  
President

A. THE ACTIVITIES AND INTERESTS OF THE MALTA YOUTH CONSULTATIVE COUNCIL IN THE HUMAN RIGHTS FIELD

As it is stated in its Statute the M.Y.C.C. stands for various aims based on W.A.Y.'s Charter among which we find;

- \* to safeguard the interests and rights of youths,
- \* to instil a sense of duty, service and citizenship,
- \* to promote the interchange of ideas and to establish and maintain relations between youths of all countries,
- \* to encourage young people to take full measures of responsibility, both in their own movements and the life of society as a whole
- \* to increase inter movement respect and to foster national understanding and co-operation,
- \* to facilitate the collection of information about the needs and problems of youth.

The M.Y.C.C. has been trying to achieve the above mentioned aims through its various activities. These include:

1. Pressure on Government through delegations, letters and memorandums to Ministers to raise the school leaving age and provide free Secondary education for all, and
2. to improve the system of vocational guidance in school especially for school leavers, by sending more officers for training abroad in order that every school would have its vocational guidance unit. This is so important for a smooth transfer from school, polytechnic or university to work.
3. Malta is undergoing great economic and social changes as a result of developing a former British Base into an economically independent country. Unemployment is high ( 7% ) and so the right to work which all people have, and which is safeguarded by the Constitution is very hard to get in practice especially for young workers. We are asking that while these changes are taking place young people should not be forgotten. More working opportunities are needed.
4. Though my Council's surveillance exploitation of juvenile labour has been unmasked and the principle of equal pay for work of equal value has not only been accepted by government but implemented in the last budget. It is our task now to see that other industries follow suit.
5. Lastly realizing the importance of one of the fundamental Human Rights i.e., that of freedom of expression, during the last week-end of April, the M.Y.C.C. will be holding a Seminar on The Press and Youth. It is the intention that the great part that the press plays in a country, will be studied, together with its effects on youths. For this three-day Seminar about 100 youth leaders, teachers, workers' leaders and journalists will take part.

B. MY OWN EXPERIENCE AND ACTIVITIES IN REGARD TO HUMAN RIGHTS

Between 1964-66 I read Politics and Economics at the University in Oxford, England, after which I was awarded the Diploma in Economics and Political Science. Thus I have covered a study of Human Rights, their incorporation in various Constitutions and the actual practice of such rights.

By profession I teach Civics to young people between the ages of 14-18 years in Secondary Schools. The greater part of the syllabus especially that of the senior students is all on Human Rights. While teaching the importance of the Universal Declaration and the European Convention, it is my duty to teach about the various civil, personal, political, economic, social and cultural rights of a citizen of Malta as safeguarded in the Malta Independence Constitution of 1964.

C. MY SPECIAL INTERESTS IN HUMAN RIGHTS AND IN PARTICIPATING IN THIS INTERNATIONAL SEMINAR

My special interest in the Human Rights field is to see to it that young people are not only promised but that they actually receive adequate education to prepare them for life and also to provide for them later ample opportunities where they can develop their abilities and achieve the greatest development of their personalities. This is so important when one remembers that young people are living in an era of economic, industrial and social change which Malta is undergoing at the moment.

Besides that I would very much like to meet other people interested in the Human Rights field, exchange views with them, discuss common problems, see what they are going to do this year as a special activity and get ideas in order that I will be able to draw up a programme of activities for the Malta Youth Consultative Council to organize this year

1, St. Francis Street,  
Zejtun.

11 th May 1968.

The Director of Education,  
Education Office,  
Valletta.

( Through The Headmaster, Secondary Technical School,  
Paola.)

Sir,

I am pleased to inform you that as President of the Malta Youth Consultative Council and also on my personal merits I have been chosen by the World Assembly of Youth in Bruxelles to take part as a "specially qualified participant" in the W.A.Y. International Human Rights Seminar to be held in Bad Godesberg, Germany between the 19th and 26th May.

I have been informed of this selection to-day, Saturday 11th May 1968.

Really I feel it is a great honour for me to be selected in this special capacity and I am also proud that I am being given the opportunity to represent Malta as a prominent Youth Leader in this very important field, especially during Human Rights Year.

Since I am participating as an official Malta Youth Representative on Human Rights and since this subject covers a great part of my syllabus as a Civics Master, I respectfully ask to <sup>be</sup> granted Duty Leave from Sunday 19th May to Monday 27th May 1968.

May I point out that this is the second time that I am going to represent Malta as a Youth Leader, in a European Meeting. The other occasion was in September 1967 in a Seminar on Journalism, European Civics and Youth organized by the Council of Europe in Strasbourg.

Thank you.

Yours faithfully,

Victor Mifsud  
Civics Master  
S.T.S. Paola.

## L-M.Y.C.C. TIBZA' TITKELLEM FIL-MIFTUH

Marsa. Sur Editor,

Is-sensiela ta' lectures organizzati mil-Labour League of Youth u l-Youth Movement tal-GWU kellhom jintemmu b'debate fuq kif ghandha tkun l-ahjar struttura ta' Ghaqda Nazzjonali taż-Zghazagh Maltin.

Ghidit "kellhom jintemmu" u mhux "intemmu" ghax sfortunatament dan id-debate kellu jigi mhassar hesrem minhabba illi l-istedina li l-Youth Movement ghamlu lill-hekk imsejha Ghaqda Nazzjonali taż-Zghazagh Maltin (MYCC) giet irrifjutata.

Din l-istedina saret mill-Youth Movement u mhux mil-Labour League of Youth, jigifieri saret minn Movement li huwa membru ta' l-MYCC.

Li kieku l-MYCC hija verament ghaqda nazzjonali purament demokratika, bla ma ghandha denbha taht il-blat, kieku kienet tohrog filberah tikkumbatti kull attack maghmul kontra l-principji taghha forsi, bla ma taf kif, kienet tikkonvinci lilna tal-Labour League of Youth.

Izda bil-mossa li ghamlu mhux talli ma kkonvincew-niex izda talli wrewna biččar kemm jibzghu meta jiffaččjaw il-fatti.

B'danakollu, din il-mossa min-naha ta' l-MYCC ma sarfitx biss sabiex jigi kkančellat id-debate izda tat riżultat iehor, certifikat tajjeb iehor lil-LLY. Din il-mossa wriet biččar kemm l-LLY ghandu raġun meta jghid illi ma jirrikonoxxi lill-MYCC bhala Ghaqda Nazzjonali ghax mhix demokratika u ddominata mill-ghaqdiet reliġjużi.

Meta l-LLY tixli lill-MYCC b'dawn l-akkużi kollha, saħansitra tasal biex torganizza debate fuq kif dawn l-akkużi jistghu jineghlu, u l-MYCC ma tilqax l-istedina biex tiehu sehem, allura me-

ta l-mexxejja ta' l-MYCC jridu jiddefendu lilhom infushom meta jkunu bejniet-hom imdawrin ma' mejda bejn erba' hitan?

L-LLY dejjem qalet, u isa aktar konvinta minn qabel, illi l-MYCC m'hijiex ta-bilhaqq l-Ghaqda Nazzjonali li tirrappreżenta liż-zghazagh Maltin.

MICHAEL BORG,  
Segretarju Generali LLY.

### Kjarifika għall-ittra ta' hawn fuq

Tajjeb li wieħed ikun jaf li qabel dan is-suppost dibattitu li ma sarx, il-MYCC kienet stiednet lil-LLY:

- 1) Biex tidhol membru fil-MYCC;
- 2) Il-LLY qajmet oġġezzjonijiet;
- 3) Il-MYCC ftiehem mal-LLY biex jiltaqgħu u jiddiskutu;
- 4) Kif miftiehem, delegazzjoni mill-MYCC marret biex tiltaqa' ma' delegazzjoni tal-LLY fil-Freedom Press, il-Marsa;



5) Id-delegazzjoni tal-LLY ma gietx.

Allura issa Sur Michael Borg, tistenna li aħna l-MYCC niġu niddibattu ma' min ma kienx raġel magħna! Fejn hi l-bona fede tagħkom?

Allura la f'Malta dak iż-żmien kien hawn terz tal-għaqdiet nazzjonali taż-żgħażaġh li kienu reliġjużi, imma distinti bi statuti, b'mijiet ta' ċentri u eżekuttivi differenti, x'ridtna nagħmlu! Liema waħda ser indaħħlu membru u liema ser inħallu barra? Aħna konna qed nirrapprezentaw ir-realtà u l-kultura ta' dak iż-żmien.

Madwar għoxrin sena qabel, fl-1949, aħna konna founder members tal-World Assembly of Youth (WAY) b'iktar minn mitt pajjiż membru. Fl-1969 waqt li konna qed nieħdu sehem fis-seba' laqgħa annwali tal-WAY fil-Belġju, intom ippruvajtu tkeċċuna mill-WAY permezz tal-ħbieb tagħkom is-Socjalisti Nordiċi u ma rnexxilkomx għax il-mozzjoni li huma resqu kontrina giet megħluba.

## **TWEĠIBA LIL-LLY MILL-MYCC GĦALL-ITTRA LI DEHRET F'L-ORIZZONT TAT-23-05-1968**

Sur Editur,

Nixtieq nirrispondi għall-ittra tas-Sur Michael Borg Segretarju tal-LLY li dehret fil-ħarġa ta' *L-Orizzont* tal-Ħamis 23-05-1968. L-imsemmi debate li organizzaw il-LLY u l-General Workers' Union Youth Movement kellu jkun fuq "Għandux ikun hemm għaqda nazzjonali tal-għaqdiet taż-żgħażaġh Maltin, jekk iva, kif għandha tkun l-aħjar struttura tagħha". Is-Sur Borg għoġbu jħalli barra l-ewwel parti ta' din il-mozzjoni, jekk tista' ssejthilha mozzjoni. Għall-MYCC l-ewwel parti mhix aċċettabbli. Għaqda nazzjonali tal-għaqdiet taż-żgħażaġh Maltin diġà hawn u ilha teżisti mill-1949, u din hija l-MYCC. Jgħid x'jgħid is-Sur Borg il-MYCC hija l-għaqda nazzjonali tal-maġġoranza kbira tal-għaqdiet taż-żgħażaġh Maltin. Dan jippruvawh il-fatti. Matul id-19-il sena li ilha teżisti affiljaw mal-MYCC 17-il għaqda nazzjonali taż-żgħażaġh Maltin u 3 organizzazzjonijiet oħra taż-żgħażaġh. Ftit u verament ftit huma l-għaqdiet taż-żgħażaġh li baqgħu mhumieq affiljati mal-MYCC. Għalkemm il-LLY ma tridx tikkonoxxi dan il-fatt mhu se jnaqqas xejn mill-verità tal-fatti li jitkellmu waħidhom.

Is-Sur Borg qal ukoll li l-MYCC mhix demokratika. Ħalli naraw. Il-MYCC hija magħmula minn diversi movimenti ta' natura soċjali, kulturali, reliġjuża, tal-ħaddiema u trejdunjonistika. Fiha jistgħu jidhru u jokkupaw kull kariga movimenti taż-żgħażaġh ta' natura politika. Hija għandha Kunsill Ġenerali li darba fis-sena jagħżel l-uffiċjali permezz ta' elezzjoni b'vot sigriet kif isir f'kull għaqda demokratika oħra u anki wkoll jiffissa l-policy li jrid jimxi fuqha l-Kunsill Eżekuttiv. Kemm fil-Kunsill Ġenerali kif ukoll fil-Kunsill Eżekuttiv hemm rappreżentati l-movimenti kollha affiljati mal-MYCC u għalhekk kulħadd għandu l-vuċi tiegħu mismugħa. Is-Sur Borg qal ukoll li l-MYCC hija ddominata mill-hekk imsejtha minnu għaqdiet reliġjużi. Mela ma jafx (jew forsi jrid jinsa) li fl-MYCC hemm ħafna movimenti li qatt ma jistgħu jiġu kklassifikati bħala reliġjużi p.e. il-Boy Scouts, il-Girl Guides, is-St John's Ambulance Cadets, l-iStudents' Representative Council, id-Drydock Apprentices' Representative Council, il-Youth Movement tal-GWU, ir-Ransely Brigade, it-Teensville Youth Club, in-National Youth Movement, il-FSOBA u oħrajn. U jekk f'Malta hawn numru sabiħ ta' għaqdiet taż-żgħażaġh li s-Sur Borg jogħġbu jsejthilhom reliġjużi, x'tort għandha l-MYCC, hemm qegħdin, indipendenti minn xulxin, qegħdin verament joffru servizz liż-żgħażaġh f'kull aspekk tal-ħajja fiċ-ċentri

tagħhom fl-irhula kollha ta' Malta. Jewwilla dawn ma għandhomx ukoll l-istess dritt li jkunu rappreżentati fil-MYCC daqs għaqdiet oħra. Jekk verament il-LLY jixtieq li jkun jifforma parti minn din l-għaqda nazzjonali taż-żgħażaġħ Maltin il-bieb miftuħ għalih daqskemm hu miftuħ għal haddieħor. Il-MYCC hija aċċettata bħala l-għaqda nazzjonali mill-maġġoranza kbira tal-għaqdiet taż-żgħażaġħ Maltin. Jekk il-LLY ma jridx jaċċetta dan il-fatt evidenti, affari tiegħu. Aħjar jadotta attitudni pożittiva u jbidel l-idea tiegħu. Dan però ma jfissirx li jekk il-LLY ikollu xi proposti raġonevoli dawn ma jiġux ikkunsidrati mill-MYCC (fuq kollox l-ebda għaqda ma hija perfetta.)

Jekk verament il-LLY irid li d-differenzi bejn il-MYCC u l-LLY jiġu irrangati, għaliex ma japplikax biex jaffilja (dan għadu qatt ma pprova jagħmlu), jistudja sewwa l-istatut aġġornat u jressaq l-ideat tiegħu. Il-MYCC lesta tiltaqa' u tiddiskuti ma' kull moviment id-diffikultajiet li jista' jkollu biex jaffilja. Fl-aħħar nett hemm bżonn li l-LLY iżomm quddiem għajnejh li hu għaqda waħda fost ħafna u ħafna għaqdiet taż-żgħażaġħ Maltin, u għalhekk tajjeb jiftakar li l-maġġoranza l-kbira tal-movimenti taż-żgħażaġħ Maltin l-oħra huma magħqudin f'għaqda nazzjonali waħda li hi l-MYCC u li oħra bħalha hawn Malta ma hawnx.

Victor Mifsud President MYCC



Ser to "Malta News" as part of Youth Week.

#### THE NEEDS OF YOUNG PEOPLE

This week the M.Y.C.C. is organizing a Youth Week. Youth are the topic of the day. We can see their work at the exhibition, hear about their organizations and discuss their contribution to the community.

In this article I would like to give a look at the needs of young people, for I believe that those responsible for putting the purpose and intention of the youth service into practice, whether they be committee members, leaders or organizers, should have an understanding of the needs of young people, in order that work contemplated and undertaken should be directed towards meeting those needs.

Prominent among the needs of young people we find the following: a true faith; affection and understanding of their parents; respect and interest of responsible adults; opportunities for the good use of their energy, talents and generosity; and companionship.

#### A true faith

Young people need to have a true faith in God and a right understanding of the nature and purpose of man's life in this world, with an awakening to spiritual truth and values and a faith to live by. Thus conviction in what they are taught to believe is what is going to pattern their way of living. A deep rooted faith with a spirit of optimism should be the spur to encourage them to face problems and difficulties as young people.

#### Affection and understanding

This could be found in a stable home, where parents love, respect and understand each other. Young people want affection and especially understanding from their parents. They would be more apt to confide with their parents, in their problems, if the latter are patient, forgetful and ready to listen and understand.

#### Interest and respect of adults

In localities outside the home especially at school and in youth clubs or youth organizations young people to find the respect and interest of responsible adults who are in a position.

in a position to help them individually or collectively. These are youth leaders, Spiritual Directors and committee members. this could be done by lending their friendship and guidance and through imparting their experiences, knowledge or skill.

#### Adequate provisions

Young people have many admirable qualities. They are talented, energetic, willing and idealistic. Whether it is at home in schools or in youth organizations, they need to find adequate provisions where to utilize their labour for promoting their talents and their interests and for helping their capacity for sustained effort, discipline, enterprise and spirit of adventure. There is some good in every young man and if youth leaders try to appeal to this good, they will have much more success in their work with youths.

#### Companionship

One other need of young people is that of companionship. It is part of their nature to love to be with others especially with those of their own age. They yearn for it. Let us hope that the places where our youths can meet each other, in a healthy atmosphere will continue to increase. In this way they learn to live together, understand each other, help each other, recreate together, exchange views and become good citizens.

These are some of the needs of our young people. It is the job of our youth leaders, parents, teachers and especially the responsible authorities to see to it that these needs are recognized and satisfied. Thus I propose that as a recognition of these needs government sends more youth leaders for specialized training abroad.

FROM A SPECIAL CORRESPONDENT.

Victor Mifsud

MEMORANDUM ON THE SETTING UP OF AN EDUCATIONAL AND VOCATIONAL GUIDANCE  
UNIT PRESENTED BY THE MALTA YOUTH CONSULTATIVE COUNCIL TO MRS M. VESTIN  
ADVISER TO THE GOVERNMENT OF MALTA

On Thursday 31st October, 1963, a MYCC delegation made up of Mr Victor Mifsud, Dip.Pol.Econ.(Oxon), President, Miss Joan Camilleri, National Secretary, and Mr C. Galea Scannura, B.A., A/General Secretary, met Mrs Margaret Vestin, Head of the Swedish Educational Board for Educational and Vocational Guidance, who came over to Malta to give advice to the Maltese Department of Education on the setting up of an Educational and Vocational Guidance Unit. The meeting took place at MCAST, Msida. During this very cordial meeting, which took well over an hour, various topics relating to the needs of an educational and vocational guidance unit in Malta and the contribution that is being made by voluntary youth organisations in this sphere were discussed. Mrs Vestin showed great interest in the MYCC and she greatly appreciated the fact that we not only made verbal suggestions to her but also presented her with a memorandum which is being published here for the information of all affiliated member movements in the MYCC.

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Government is in duty bound to ensure that youths are well prepared for work.

In developed countries, with the progress of education and the spread of industrialisation, the percentage of young persons in the labour force has tended to decline. But this is not true in developing countries.

The Transition from School to Work

One of the most critical periods in any young person's life is the transition from school to work. This is the time of decisions. During this period young people need above all :

- (1) Help in choosing work,
- (2) Help in preparing for work,
- (3) Help in finding work.

Help in Choosing Work

Youths find themselves in difficulty to decide what to do, what they can do best and how to go about doing it. These decisions affect the young worker's whole career.

We need a system of educational and vocational guidance that helps young people to make up their minds on the basis of facts — facts about themselves, and facts about employment needs and opportunities.

Such a system would give each individual young person full opportunity for personal development and satisfaction from work, with due regard to the most effective use of national manpower resources.

The above system could come into being by (i) developing school educational and vocational guidance facilities and train key staff for this work, (ii) creating full co-operation between the Education and Labour Ministries in research, training and advice, (iii) increasing the number of officers that are being sent for training abroad, so that the problem could be tackled with more urgency and efficiency, (iv) posting an Educational and Vocational Guidance Trained Officer in every Grammar, Secondary Technical, and Technical School. And an officer could be posted also to take charge of the primary schools on a district basis and later on in each individual school.

Such a set up could help our young people first in the right choice of subjects and then in the right choice of work each according to their aptitude and the advice given to them by trained officers.

Help in Preparing for Work

Giving advice on sound observation and aptitude tests is not enough unless the proper facilities are there to train our youths for a job. Thus we need more Technical Institutes where the basic skills of various jobs could be taught. Such training should — be based on meeting national economic and social needs, — provide the young people concerned with a sound basis for a work career, and should lead towards further education and training,

- be practical but not narrow, generating versatile workers rather than rigid specialists,
- be dynamic and more with time, responsive to technological and social changes and to new needs in employment market.

#### Help in Finding Work

Finding a job is not simple. Youth seeking employment for the first time need special help to find work suitable and pleasing to them and useful to other people.

Thus we recommend special youth placement arrangements within the framework of the general employment service. This meets youth needs for skilled and specialised job advice, placement and follow-up. It also ensures that youth has access to the full range of employment opportunities open to all workers available through the employment service.

Young people to-day want more than just jobs : they want careers. They want a chance to grow in their work and to move up the ladders of skill, responsibility, remuneration and status.

Aspecial word must be said about having equal facilities of educational and vocational guidance both for boys and girls. To-day women are playing a more and more important part in economic and social life all over the world. This change reflects the progress of industrialisation. It has given rise to many new opportunities for girls and women -- and to many new problems for them as well. Thus special guidance is required from their early days in schools and followed later when they are employed.

The setting up of a Research Section in the proposed Educational and Vocational Unit would be highly necessary so that through close collaboration between the Education, Tourist and Industrial Ministries information about future opportunities could be made available to our youths.

(sgd.) Victor Mifsud, President  
C. Galea Scannura, A/General Secretary

MALTA YOUTH CONSULTATIVE COUNCIL

ANNUAL REPORT 1969/70

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5th July, 1970

Mount St. Joseph

Targa Gap

Mosta

## MALTA YOUTH CONSULTATIVE COUNCIL

### ANNUAL ADMINISTRATIVE REPORT

1969/70

#### A INTRODUCTION

The propagation and development of the NATIONAL YOUTH POLICY was the main business which the Malta Youth Consultative Council, through its Executive Council and mostly through the four sub-committees: Education and Culture; Leisure and Voluntary Services; Labour and Trade Unionism; Social and Political Development carried out during the past year. The realization for the actuation of the National Youth Policy rests on us. Let us then, during the forthcoming months drive home our aims to the most interested persons: the politicians, so as to secure a part of the electoral manifesto of our political parties.

#### B ANNUAL GENERAL COUNCIL 1969/70

The Annual General Council for the year 1969/70 was held on Saturday, 14th June, 1969 and the following were elected officials:

President	Mr Victor Mifsud D.P.S. (Oxon)
Vice President	Mr Anthony Mifsud
General Secretary	Mr Joseph Agius
National Secretary	Miss Joan Camilleri
International Secretary	Mr Charles Galea Scannura B.A.
Treasurer	Miss Elisabeth Chirchop
P.R.O.	Mr Joseph Bartolo
Research Officer	Mr Henry Frendo

#### C THE EXECUTIVE COUNCIL

The Executive Council held regular monthly meetings - thirteen in all. Many of the affiliated movements were represented at each of these meetings, yet some others lacked to attend any of the meetings.

The BUREAU, made up of the officials, met quite often to discuss matters regarding various topics and to prepare working material for the Executive Council. The Bureau on the 2nd of December, 1969 met Mr. Leonard Larsen, CENYC Secretary General who came to Malta to discuss the position vis-a-vis MYCC-CENYC-LLY.

The CREDENTIALS AND NEW MEMBERS SUB-COMMITTEE held a number of meetings under the independent chairmanship of Mr Martin Vella Haber D.P.S. (Oxon) D.L.G. (Rd). The CNMSC dealt with matters such as: the application of the Nationalist Party Youth Movement for full membership; the Catholic Youth Leaders Organization's application to become full members; and made a study of certain Articles of the MYCC Statute. The Catholic Youth Leaders Organization's request is still under consideration. The CNMSC wrote to movements which had not attended the Executive Council meetings for three consecutive meetings and more. A satisfactory explanation was received from some movements, other movements were non-committal whilst no reply was received from the National Youth Movement. The CNMSC has presented a number of amendments to the Statute and made recommendations for membership. The CNMSC hopes that more co-operation from movements would be shown so that the aims for which it has been set up would be fulfilled. Word of thanks, on behalf of the MYCC is due to Mr Martin Vella Haber for his readiness and help to the CNMSC.

#### D ACTIVITIES

D ACTIVITIES

I Delegation Meetings

- (a) Annual Financial Grant. The Executive Meeting of the 19th December, 1969 decided that a letter asking for an annual financial grant was to be sent to the Ministry of Labour, Employment and Social Welfare. The Minister decided to meet a delegation from the MYCC on the 29th January, 1970. During the meeting the delegation of the MYCC comprising Mr V. Mifsud, Mr. J. Agius and Miss Elisabeth Chirchop drew the attention to the fact that whilst government was financially aiding other organizations amongst which were two youth organizations in the MYCC, the government did not aid the MYCC to provide for its

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- administrative costs but was taxing youth organizations on their activities through the entertainment tax.
- (b) Meetings with Political Party Youth Movements:  
Nationalist Party Youth Movement: After an invitation from the MYCC Executive Council to the two political party youth movements to join the MYCC, a meeting was held with a delegation from the Nationalist Party Youth Movement. General matters were discussed and it was agreed that a formal application to join was to be sent to the General Secretary of the MYCC.  
Labour League of Youth: In reply to MYCC's letter of invitation of the 25th September, 1969 wherein we gave them the right to suggest a date and place where a meeting could be held, the LLY in a letter dated 8th November, 1969 asked us to send them the MYCC Statute. On the 28th November, 1969 a Statute and The latest Amendments were sent to the LLY. On the 18th December LLY sent a letter accepting to meet us at the Freedom Press for Tuesday 30th December, 1969 at 6.30p.m. On Tuesday, 30th December, 1969 the MYCC delegation turned up but only half the LLY delegation turned up. Thus the official meeting was not held but an informal discussion took place in which the MYCC officials expressed the intention of the MYCC that LLY joins MYCC. It was up to the LLY to propose a date and place. On the 29th January, 1970 LLY proposed a meeting for the 5th February. This meeting was again cancelled and postponed indefinitely by the LLY. Another date was fixed for the 2nd April, 1970 by phone between the MYCC General Secretary and the LLY General Secretary. This meeting was again cancelled by the LLY. Up to this day the MYCC is still waiting to propose another date. The MYCC is ready to meet a delegation of the LLY any time, any place.
- (c) Free Secondary Education for all and Annual Grant: The Education and Culture Sub-Committee requested through the Executive Council to have a meeting with the Minister for Education, Culture and Tourism to discuss the proposed Free Secondary Education for All and the Annual financial grant. This meeting took place on the 21st March, 1970 and the delegation consisting of Mr. V. Mifsud, Mr. C. Apap, and Mr. Joseph Bartolo stressed to have clarification on the following two points: selection at eleven and the need for equal opportunity. Regarding the annual financial grant the Minister stated that he had recommended our request and he hoped that a favourable reply could be expected.
- (d) Meetings with Education Minister, Finance Minister, Social Services Minister: A letter from the Bureau was sent to the Education Minister, Finance Minister and Social Services Minister regarding the Annual Financial Grant and the Entertainment Tax after the disappointment, that in the Budget, in spite of various assurances by certain ministers, no mention was made of an annual financial grant. The meeting with Mr. Chalmers, on behalf of the Finance Minister, took place and the MYCC stressed the point that the MYCC should be granted a financial grant through various channels to administer the organization and prepare activities. This should be regarded as an investment in Youth and he was requested to officially support our request with the Ministry of Finance. A meeting was also held with the Social Services Minister and the same matter was stressed. The Education Minister only acknowledged our letter and we still hope that a meeting would be held.

## II NATIONAL YOUTH POLICY SUB-COMMITTEES



- II NATIONAL YOUTH POLICY SUB-COMMITTEES  
 The four sub-committees created at the last Annual General Conference to work out the NATIONAL YOUTH POLICY and to which movements adhered according to their particular field met quite often during the past year. Whilst some movements showed great participation in the sub-committee chosen, it is regretted that others lacked to attend the meetings of the sub-committee they chose to be in. On the 24th January the secretariat wrote to the four sub-committee chairmen to submit a report of their meetings. This was presented to the Executive Council and some difficulties that arose were discussed.
- III Statements  
 During the past year the MYCC has issued a number of press releases regarding topics affecting Youth, MYCC and WAY. Amongst these were:  
 MYCC-CENYC-LLY: The MYCC issued a press release stating that MYCC did not send an application to affiliate with CENYC as was stated by the LLY and also that the MYCC represents the majority of Youth Movements in Malta.

Free Secondary Education for All: The Education and Culture Sub-Committee issued a press release regarding "Free Secondary Education for All" which the Government intends to put into effect next October. The MYCC thinks that the proposed system is equal to that of the rest of the world. WAY presented with the Pierre Dominique Prize: WAY has been presented with the Pierre Dominique Prize for its work to foster international peace through Youth.

The FRIENDS OF MALTA G.C. present MYCC a TYPEWRITER: The MYCC on the 15th May was presented a typewriter by the Local Committee of the Friends of Malta G.C. This donation was given wide publicity on Redifussion, Television and sections of the local press. MYCC's participation at WAY's Conference: A press release was issued stating the participants on behalf of the MYCC and the theme of the Conference - Youth On the Move.

#### IV MYCC NEWSLETTER

Lately the MYCC Newsletter has been issued every month. The PRO has not only succeeded in reviving the newsletter but has also strived so that the MYCC would have a page in the monthly newspaper 'Ghalina Zghazagh'.

#### V NATIONAL YOUTH POLICY SEMINAR

On the 7th December, the MYCC held a day seminar on the NATIONAL YOUTH POLICY at the St. Michael's Training College of Education, St. Julian's. About a hundred delegates representing about twenty-two affiliated movements and other interested organizations attended. After an introductory address by Mr V. Mifsud, the President, a lecture on 'A National Youth Policy' was delivered by Mr. Paul Galea, Youth Service Organizer. Afterwards the delegates present selected one of the four discussion groups, each of which had an expert adviser to advise it. In the afternoon the reports of the four discussion groups were read during a symposium chaired by Mr. V. Mifsud and at the end the Minister of Employment, Labour and Social Welfare delivered the closing speech. A detailed report of the Seminar appeared in the press on the morrow. The full report of the Seminar has also been issued by the MYCC and in which one finds many important suggestions which were proposed and which we believe should form part of a National Youth Policy for Youth in Malta.

#### VI YOUTH FESTIVAL 1970

Though all affiliated youth movements were approached to organize an activity for the Youth Festival which was held from the 11th April to the 3rd May, it is regretted that only five movements projected to hold activities during the Youth Festival. The Y.C.W. held a youth rally on the 12th April. The Malta Hiking and camping Association held an octopus hike. The Teenagers Din l-Art Helwa organized tours to Bir Miftuh and Hal-Millieri Church. The G.W.U. Youth Movement organized a Vario-Quiz Contest but had to be cancelled owing to a Postal strike. The Crusaders held the Semi-Final of their Song Contest during this period.

#### CONTACTS

##### National

During this year the MYCC has kept contact with various bodies which are interested in Youth.

As in previous years the MYCC had representatives on the following committees:

Advisory Council of Education	Mr Charles Galea Scannura
World Children's Day Committee	Mr Emmanuel Catania.
Youth Advisory Committee	Mr Joseph Bartolo
Freedom From Hunger Campaign	Miss Mary Azzopardi

##### International

Throughout the year we have kept regular correspondence with the World Assembly of Youth of which we are founder members, I.L.O., Council of Europe.

VII WORLD ASSEMBLY OF YOUTH: The three man delegation which attended the 7th World Assembly of Youth were Mr V. Mifsud, Mr. A. Mifsud and Mr J. Agius. The three delegates participated in different workshops and Mr. V. Mifsud, being elected secretary of one of these workshops prepared a Report on 'Youth Work in the Future'. His report was approved by the Assembly and published as part of the official report of the WYA Assembly. MYCC was able to attend this conference through the generous grant of £105 which the Government provided us with. The Prime Minister sent a message to the 7th World Assembly of Youth which was

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## MEMBERSHIP

The Nationalist Party Youth Movement has applied for full membership. The Catholic Youth Leaders Organization has applied to become full member from associate member. The Loriana School Old Boys Association has written a letter of resignation from the MYCC.

To conclude this Report, I appeal to all youth movements to show more co-operation, to organize more activities, to work and succeed in the implementation of the National Youth Policy. Let us have one voice, one cause so that Youth and Malta shall benefit.

Joseph Agius  
General Secretary

5th July, 1970

## MALTA YOUTH CONSULTATIVE COUNCIL

ANNUAL GENERAL MEETING 1969/70

## FINANCIAL STATEMENT

[illegible]

Still due to Z.H.N.	212	9s	3d
Still due W.A.Y ½ 1969 fee	20	18	0
Still due W.A.Y. 1970 fee	42	-	-
Still due to J. Agius	4	4	10

## YOUTH WORK IN THE FUTURE

### M.Y.C.C.'s Active Participation in the 7th Way Assembly

"Youth on the Move" was the theme that has been studied by 600 young people coming from 120 different countries for the 7th General Assembly of the World Assembly of Youth held recently at the New University of Liege in Belgium. Malta was represented at this Assembly by a three-man delegation from the Malta Youth Consultative Council. The members of the delegation were Mr. Victor Mifon, President, Mr. Tony Mifon, Vice-President and Mr. Joe Agius, General Secretary. The Malta Delegation took a message from the Hon. Prime Minister, Dr. George Borg Olivier which was read at the opening session.

W.A.Y. which is the international co-ordinating body of the Democratic World National Youth Councils celebrated its 20th Anniversary this year. So has the M.Y.C.C. which is a founder member of W.A.Y.. It was most appropriate that the study of "Youth on the Move" was taken at W.A.Y.'s assembly this year for during these last three years youth have really shown that they do form a strong section of to-days Society.

Half the world's population is made up of young people. But has this half been given the importance it deserves? Is Society really helping youth to become the fully developed civic minded adults it expects of them? Have youths really been given the chance to participate in those matters that affect their daily life? These were some of the most hotly debated questions taken up at the Assembly.

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It is impossible here to give an account of the full proceedings of the Assembly but a summary would be enough. The work of the Assembly took three forms i.e. Workshops of study on the general theme, Commission meetings to review WAY's past programme and prepare new one's for the future. Elections of WAY's officials for the next three years were also held.

There were five workshop studies on the following topics:

Youth and decision making,  
Youth in revolt,  
Youth work in the future,  
Youth and social change and  
WAY in the 1970's.

Various important speakers were invited to lecture on these subjects.

Though opinions greatly varied on these issues it was generally agreed upon that today's society is somewhat paternalistic in Asia, technocratic in Europe, very technocratic in the U.S.A., underdeveloped in Africa and dictatorial in South America. It was felt that youth ought to be given greater participation in the running of society. Youth must rise and make themselves felt more, speak their mind freely and act when suppressed. Youth should be altruistic in thought and action, interested not only in personal achievements but in national development and progress of their own people. Some youths from South America feel that as they have to revolt against their greater enemy which is dictatorship together with exploitation, while youth in Europe feel that their enemy is more intelligent to



defeat, for hidden under the name of democracy they find bureaucracy, technocracy and laissez faire attitudes, that seek personal profit before community interests.

This was really a United Nations of Youth, where understanding, tolerance, exchange of opinions, brotherhood and service from youth to youth were the order of the day. Youth of various nationalities, colour, religion, political ideal and social status met together. This is really the attitude which helps to create a better world of love and peace. We want love not war. This motto was by many young people during the Assembly.

The second part of the Assembly was devoted to a review of the past programmes of WAY and preparation of future ones. The participants divided themselves into five commissions: namely: Administrative, Development, Rural Youth, Young Workers and Human Rights.

In these Commissions it was found that WAY, despite the fact that it is a non-governmental organisation with limited financial resources, has greatly contributed towards the greater development of Youth work in all parts of the World. Thus the following has been planned for the coming three years. Diversifying of the means of fund raising for WAY were studied in order to finance such programme as leadership training on a national, regional and international level, self-help programmes organized in by youth like the 100 villages scheme in Ceylon, literacy programmes in Africa and Asia, family planning, human right activities if aid of such liberation movement as those of Rhodesia,

Tongola and South Africa, Seminars for young workers and research on National Youth Policies.

Both at the opening and closing ceremonies held at the Congress House of Liege and at the 20th Anniversary celebrations of WY held in Brussels Congress Palace, various important personalities who were in the past connected with WY, were present. Among them were the President of Dahomey, Mr. Zinzer, Mr. Hitcher of the Council of Europe, Mr. Malin, Foreign Minister of Indonesia, Belgian Ministers and many others.

The Malta delegation took very active part during the Assembly. I was chosen secretary and rapporteur of the workshop on Youth Work in the future. After 4 days of discussion I presented a comprehensive report which was later adopted by the whole assembly. The Vice-President of the M.Y.C.C., Mr. Tony Mifsud (Vice-President of the Malta Catholic Action) presented a report in the Development Commission of youth work done by the M.Y.C.C. and its various affiliated movements. This was greatly appreciated by WY executive council members and many delegates of other countries. It was found that M.Y.C.C.'s initiative this year to study the formulation of a National Youth Policy was one of the foremost in this field and many were interested to hear about the progress of such an initiative.

Mr. Joe Agius, the General Secretary of the M.Y.C.C. and also Treasurer of the General Workers' Union Youth Movement exchanged opinions with other fellow delegates on young workers where it was found

that greater stress should be made on the participation of young workers in an industrialized society.

This World Assembly of Youth will greatly be remembered for it has brought together hundreds of Youths from all walks of life. The exchange of information, experiences, programmes and the discussion will surely serve to boost youth work in all parts of the world. The main conclusions of the Assembly pointed towards the following trends.

On the local level youth work in the future should be undertaken by well trained youth leaders. Youth should be involved more in programmes prepared by them and there should be less interference from adults. This maybe, is one of the deficiencies of some of Malta's Youth movements. It is very hard for youth to feel that they are playing a part in the running of certain youth movement. The stronghold of adults should be decreased and leadership passed on to youths; after all the movements are Youth movements.

Greater emphasies should be made on self-help projects which would involve youth in community development programmes. Our youth movements need less passive meetings and more active participation and involvement of youth in specified projects. Newly formed, spontaneous youth movements are to be given their due importance since they seem to appeal to youth more than the well established youth movements. Youth leaders to-day have to go out to meet youth and not expect them to come to them.

On the National level it was concluded that there should be a National Youth Policy formulated by Government and National Youth Councils together. Co-operation between these two bodies is highly essential

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for they are trying to serve the same youth. A call was made for governments to help in all possible forms projects of youth work and also for the administrative running of the National Council. While National Councils were urged to spread their fund raising as a guarantee of their independence.

Youth leadership training on the National level should be geared to the National Development Programme so that youth leaders will be properly trained to lead in the political, economic, civic, social, cultural and educational fields.

On the international level WAY in the future is to undergo research on National Youth Policies. Further regional and international conferences are envisaged to take place in the next three years. This would help to bring together youth leaders to discuss and be trained how to deal with modern problems of youth. This is to be followed by more exchange of programmes information and experiences of different countries.

This 7th Assembly has been a great experience and it is now the job of the M.Y.C.C. and its affiliated movements to put into practice the conclusions of the Assembly. By so doing our Council will continue to provide that service so essential to Youth and in three years time we hope to be able to continue to contribute in the international field as we have done during the last twenty years. Youth are on the move and they must be heard. It is much better to hear them to-day than to try to cure the ill-effects of their discontent. Youth are generous, sincere, loving and peaceful. Let us give them the chance to show that they are willing and able to

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Malta Youth Consultative Council

- ① MYCC + W4Y member 20 yrs
- ② Prior to 1966 Tokyo Assembly - No Pol Party Youth Groups
- ③ To-day the statute is free for ALL SORTS.
- ④ Ring  $\frac{1}{3}(7-21)$  women  $\frac{1}{5}(4-21)$  unmarried  $\frac{1}{5}(4-21)$   
 Student  $\frac{1}{3}(6-21)$ , Social & Cultural 5. Non-Pol. Nature
- ⑤ 6 Y. Movement joined since 1966 and one  
 of Religious nature - change composition  
 77. — thus the influence of ~~211/G~~ ~~211/G~~ founded  
 by the Church is negligible  $\frac{1}{3}$
- ⑥ this year 1. MYCC invited (Nack. Y. Party group)  
 (2011/11/11) (Nack. Y. Party group)
- ⑦ About 430 clubs in Malh 400 by 20km.  
 $\frac{1}{2} +$  of Malh youth.  $\frac{160}{300}$
- ⑧ Great influence a Govn. Policy by  
 representative on Govn. Board. (Nack. Y. Party group)
- ⑨
- ⑩ Do you want to dissolve such a powerful,  
 & effective Nat. ~~movement~~ ~~influence~~
- ⑪ This Assembly accepted countries that  
 in their statute refuse pol parties. Thus  
 it will be in contradiction to vote for  
 the Govt. of Malh Del. which has no set  
 down and is working towards the pol.

### MALTA YOUTH CONSULTATIVE COUNCIL

At the Annual General Meeting of the Malta Youth Consultative Council held in June 1968, the following were elected officials for the year 1968/69:-

President: Mr. V. Mifsud D.P.E.(Oxon); Vice President: Mr. E. Catania; General Secretary: Mr. C. Galea; Treasurer: Mr. A. Fiott; National Secretary: Miss J. Camilleri; International Secretary: Miss C. Scicluna; Public Relations Officer: Mr. E. Francalanza; Research Officer: Mr. T. Mifsud.

At the same general meeting, it was unanimously decided to set up a Credentials Committee to go into the Credentials of all the Member Movements and to submit a report to the Executive Council. Mr. M. Vella Haber D.P.E. (Oxon), D.V.E.(Reading) had accepted to act as an independent chairman of the committee.

With the aim of widening the membership of the M.Y.C.C., it was also decided that a call be made by the M.Y.C.C. to the few remaining National Voluntary Youth Movements not yet members, to join.

Mr. V. Mifsud, President, represented the M.Y.C.C. at an International Seminar held in Bad Godesberg, Germany. The theme was Human Rights and the Special Role of Youth Organisations in this field. The Seminar was organised by the World Assembly of Youth in collaboration with the German National Youth Committee. Thirty participants from 25 different countries took part. The M.Y.C.C. will be holding a Seminar on Human Rights in Malta on the first Sunday of December 1968.

Mr. C. Galea, General Secretary, represented the M.Y.C.C. at a Seminar held in Vienna on the theme "New Techniques in Youth Work". The Seminar was organised by the World Assembly of Youth in collaboration with the Austrian National Youth Committee. Fifty participants took part from thirty five different countries.

Miss Monica Borda has been sent by the M.Y.C.C. for a six weeks intensive course in the French language. This is being conducted at the University of Strasbourg, where tape recorders, projectors, and the most modern equipment are being used to train Youth Leaders in the use of the French language. Funds were available through the Council of Europe.

During the last Executive Council Meeting of the Malta Youth Consultative Council, Mr. C. Galea, the General Secretary, tendered his resignation after he had been awarded a Malta Government Scholarship to read Social Sciences at Plater College, Oxford. Mr. C. Galea Scannara B.A. has been elected by the Executive Council as Acting General Secretary.

Two social activities were organised during the summer months, one is a five day tour of Sicily and the other a dinner for members of the Executive and their guests. Both activities were very successful.

A Youth-Week Sub-Committee has been set up to prepare a fitting programme of festivities to mark the 20th Anniversary Celebrations of the foundation of the Malta Youth Consultative Council. These will be held during April 1969.

VICTOR MIFSUD

## Information Sheet

### THE MALTA YOUTH CONSULTATIVE COUNCIL

Soon after the end of the Second World War the need was felt of having a National Council to represent Youth Movements in Malta. To achieve this worthy end the Malta Youth Consultative Council was founded in 1949 after a call was made by the late Sir Paul Boffa, M.D., then Prime Minister of Malta. The first meeting was held under the chairmanship of the Prime Minister himself.

#### Aims of the M.Y.C.C.

The aims of the M.Y.C.C. are :

1. To consolidate and promote the spiritual, moral, cultural, social and civic welfare of young people in Malta.
2. To safeguard the interests and rights of youths.
3. To increase inter-movement relationship and respect and to foster understanding and co-operation.
4. To instill a sense of duty, service and citizenship.
5. To facilitate the collection of information about the needs and problems of young people.
6. To disseminate information about the methods, techniques and activities of youth movements.
7. To promote the interchange of ideas and to establish and maintain relations between youths of all countries.
8. To assist in the development of youth activities and to promote by mutual aid, the extension of the work of youth movements.
9. To encourage young people to take full measures of responsibility, both in their own movements and the life of society as a whole.

#### Membership

The M.Y.C.C. is an organisation of National Voluntary Youth Movements in Malta. But other Voluntary Youth Movements which are not National Movements, may be admitted as Associate Members of the Council.

Represented on the Council are the following movements :

Boys Scouts Association, General Workers Union - Youth Movement, Girl Guides Association, Malta Catholic Action - Young Men's Branch, Students of the Royal University of Malta, Young Christian Workers - Young Men's Branch, St John's Ambulance Cadets, University Students' Catholic Guild, Young Christian Workers - Young Women's Branch, Malta Drydocks Apprentices Representative Council, Malta Catholic Action - Young Women's Branch, National Ransley Brigades, M.U.S.E.U.M., Literary and Debating Society, F.S.O.B.A., Crusaders, Augustinian Oratory for Youths, The Catholic Youth Leaders Association, the National Youth Movement - formerly the Teensville Youth Club, M.P.F.A., Youth Service Organiser, and the Duke of Edinburgh Award Scheme Committee.

#### Organisation

The M.Y.C.C. with its widely varied composition is democratically organised and run. It is governed by a General Council composed of delegates from each organisation, which meets once a year to elect the officials and lay down the general policy. Meeting once a month it has the Executive Council which is the body that puts into action the main lines of policy of the General Council. The Executive Council members are appointed by their respective member movements. It has also a Bureau, made up of officials, which carries out the necessary duties in between Executive Council meetings.



#### A National Council

As a National Council representing the main Youth Movements in Malta, the M.Y.C.C. is represented as such both locally and internationally. It is a full member of the World Assembly of Youth, an observer member of the Council of European National Youth Committees and has contacts with I.L.O., U.N.E.S.C.O., F.A.O., and the Council of Europe.

Locally, the M.Y.C.C. is represented on various national committees, namely The Malta Government Youth Advisory Committee, The World Children's Day Committee, The Freedom from Hunger Campaign Committee.

#### Achievements

The M.Y.C.C. has many achievements to its credit. Various Youth Leadership Courses and Seminars have been organised for the training of Youth Leaders. Worth mentioning is the Seminar on Broadcasting held at Redifussion House in 1967 and a Seminar on Youth and the Press held at the M.C.A.S.T. in April 1968. Visits to various clubs have brought about better understanding and co-operation between the member movements.

The National Youth Week which was held so successfully in April 1967 served to boost the activities both of the M.Y.C.C. and also of the different Youth Movements who took part in it. The numerous visitors had occasion to see an exhibition about Youth at work and during leisure time. The M.Y.C.C. advertised also youth publications and other services rendered by youth. Social activities were held amongst which there was a forum, a dance, a sports festival, a rally, an international evening, a church service, and an outing for the poor and the elderly.

#### M.Y.C.C. 's Future

The M.Y.C.C. has indeed a major role to play in the development of youth service in Malta, especially now that the Malta Government has filled the post of Youth Service Organiser. In fact both organisations are already working harmoniously to foster the welfare of youth in Malta.

The strength of the M.Y.C.C. lies in its ability to act independently as a National non-Government Body representing so many youth organisations in Malta: something which the M.Y.C.C. is very jealous to preserve.

#### International Ties

The international affiliations which the M.Y.C.C. has established as a Non-Government Voluntary Youth Council has given it wide experience to tackle its local problems. As a result its member movements are receiving invaluable assistance through the exchanges of youth leaders, workers, students, and the attendance to international conferences, seminars, and courses.

The goodwill towards the M.Y.C.C. which prevails amongst its members in particular and throughout Malta in general surely augurs well for its future, and let us hope that by 1969, when the M.Y.C.C. celebrates its Twentieth Anniversary it will have given more substantial contribution towards the welfare of youth in Malta.

**MALTA YOUTH CONSULTATIVE COUNCIL**

REPRESENTING THE MAIN YOUTH ORGANISATIONS IN MALTA  
IN ASSOCIATION WITH THE WORLD ASSEMBLY OF YOUTH,  
AND THE COUNCIL OF EUROPEAN NATIONAL YOUTH COMMITTEES.

**M.Y.C.C.**

*The Chairman and Executive Council  
of the  
Malta Youth Consultative Council  
have the pleasure to invite*

*H. E. MR & MRS. M. SMITH*

*to a Musico - Literary Evening  
at the Hotel Phoenicia Ballroom,  
on Friday 18th April 1969 at 6.30 p.m.  
on the occasion of the  
20th Anniversary celebrations of the M.Y.C.C.  
The Hon. Mr. Justice M. Caruana Curran  
will preside.*

*R.S.V.P.  
Hon. Secretary, M.Y.C.C.,  
Rm. 32, Catholic Institute,  
Floriana.*





world assembly of youth

# way information

rue d'arlon, 39 - 1040 brussels - belgium

1970-5

1 March, 1970

## MALTA YOUTH POLICY



Malta Minister of Labour Dr. Tabone addresses "National Youth Policy" Seminar. Others, left to right are MYCC Vice president Tony Mifsud, MYCC President Victor Mifsud, and Secretary Joe Agius.

The Malta Youth Consultative Council held a national seminar on the subject "Need for a National Youth Policy for Malta." The seminar, held in December at St. Michaels College, was attended by more than 100 participants, including young people, youth leaders, trade unionists, teachers and social workers.

The participants discussed four important areas of concern to young people in Malta. They are education and culture, employment and labour and trade unionism, leisure time and youth voluntary service and the economic, social and political development in Malta.

The participants agreed to a number of changes that should be made, including lowering the voting age to 18, greater participation by young people on various national boards, a national authority composed of the MYCC and several government ministers to promote youth rights and the granting of "cultural leave" in collective bargaining agreements.

MALTA YOUTH CONSULTATIVE COUNCIL

Administrative Office  
Catholic Institute  
Floriana.

19th January 1971.

CIRCULAR

An Extra-ordinary Meeting of the Executive Council of The Malta Youth Consultative Council will be held on Thursday 28th January 1971 at 6.00 p.m. at the above address with the following Agenda.

1. Minutes of last meeting  
Matters arising
2. Correspondence
3. M.Y.C.C. President's resignation.
4. M.Y.C.C. - C.E.N.Y.C. Policy
5. Other matters

It is earnestly desired that all delegates on the M.Y.C.C. Executive Council attend this meeting as items 3 and 4 above are of the utmost importance and all heads of movements are urged to see that their delegates do attend this meeting.

NOTES ON AGENDA

President's resignation

At the last Executive Council Meeting Mr Victor Mifsud D.P.E. President of the M.Y.C.C. for the past last three years, tendered in his resignation from the Council. Mr Mifsud's resignation is based on purely personal reasons mainly due to his studies for an Economics degree at the Royal University of Malta. The Council regrettably accepted Mr Mifsud's resignation and a vote of thanks, for the indefatigable and excellent service he had given to the M.Y.C.C. during his terms of office was passed.

After this resignation, the post of President remains empty and it is up to the Executive Council to decide whether to continue with the present set-up up to the next General Council meeting or to hold fresh elections for the Presidency. This, or any other solution, will have to be decided upon at the meeting on the 28th January.

M.Y.C.C. - C.E.N.Y.C. Policy

This item was debated at length during the last Executive Council Meeting and an ad hoc sub-com ittee was set up to study the matter further and to prepare a detailed 'case presentation report'.

This sub-committee had to report back to the Executive Council by the 28th January.

The importance of the above meeting can be assessed from the above short notes and it is hoped that all delegates will do their very best to attend.

(sgd) Vincent C. Cassar  
National Secretary

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With the aim of widening the membership of the M.Y.C.C., it was also decided that a call be made by the M.Y.C.C. to the few remaining National Voluntary Youth Movements not yet members, to join.

Mr. V. Mifsud, President, represented the M.Y.C.C. at an International Seminar held in Bad Godesberg, Germany. The theme was Human Rights and the Special Role of Youth Organisations in this field. The Seminar was organised by the World Assembly of Youth in collaboration with the German National Youth Committee. Thirty participants from 25 different countries took part. The M.Y.C.C. will be holding a Seminar on Human Rights in Malta on the first Sunday of December 1968.

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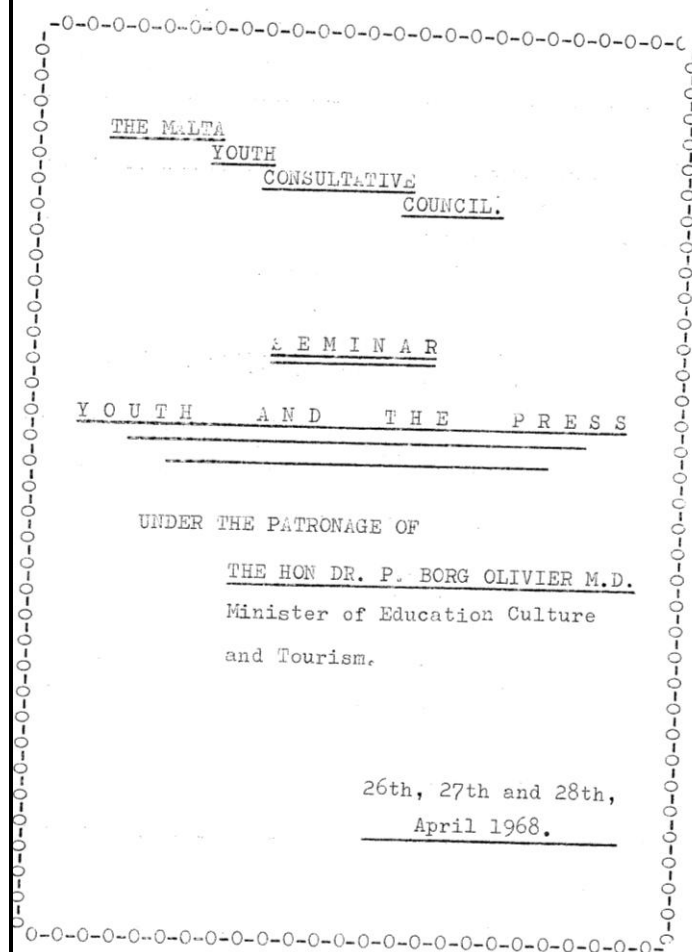
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VICTOR MIFSUD



M A L T A   Y O U T H   C O N S U L

Programme for Seminar     'Y O U T H'

to be held on the 26th, 27th

Friday 26th April 1968     Msida     -     M. C. A. S. T.

5.30 p.m.     Introductory Talk by  
Mr. V. Mifsud D.P.E. (Oxon.) President M.Y.C.C.

Inauguration of Seminar by  
Dr. Paul Borg Olivier M.D., M.P.  
Hon. Minister of Education Culture & Tourism.

7.00 p.m.     Talk and Discussion - 'The Ideal Journalism.'  
by Mr. G. Sammut Ph. Lic.  
Editorial Consultant to the Progress Press.

8.00 p.m.     Talk and Discussion in two different groups

10.00 p.m.     Culture -- by Dr. P. Inerab LL.     Drama Critic  
for 'The Sunday Times of Malta, and Broadcaster  
on Cultural Affairs.

(10)     The Island's Future Economic and Social Devel-  
opment -- by Mr. E. Mical D.P.E. (Oxon.)  
Research Officer to the G. W. U.

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Saturday 27th April 1968     Msida     -     M. C. A. S. T.

10.30 p.m.     Talk and Discussion - 'The Influence of the Press  
on Youth' by Dr. A. Galea M.D., M.R.C.P.  
Chairman Marriage Advisory Council of the Cara Mov.

& 28th April, 1968

- 1) 'Sports' - by The Rev. Fr. H. Tagliaferro  
O. E. S. A. Sports Coach and Sports Editor  
for 'Il-Haddiem'.
- 2) 'Local and Foreign News' - by Dr. C. Testa  
LL.D. Editor 'Il-Berqan'

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11.00 a.m. FORUM on 'Youth and the Press'  
 Chaired by Dr. P. Mellis LL.D.  
 President, C.A.M.

Members: Dr. V. Mifsud Bonnici LL.D., M.P.  
Editor 'IL-Popu' on 'The role of the Political Press.'  
Mr. L. Spiteri - Editor 'Malta News' on the role of the Trade Unionistic Press.  
Rev. A. Seyonell - Editorial Board 'IL-Hadidim' on the role of the Religious Press.  
Mr. L. Micallef - Editor 'The Worker' on the role of the Independent Press.

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# Malta Youth Consultative Council

agenda items

- MYCC Annual Report 1967/68
- With information from the Malta Youth Council
- 1968 - 20/4/1968
- MYCC
- on MYCC Services and Committee
- 1968
- 1968 - 20/4/1968

# S e m i n a r

## Youth And The Press

26th, 27th & 28th  
April 1968

Other topics discussed  
27/4/68

## MALTA YOUTH CONSULTATIVE COUNCIL

REPRESENTING THE MAIN YOUTH ORGANISATIONS IN MALTA  
IN ASSOCIATION WITH THE WORLD ASSEMBLY OF YOUTH,  
AND THE COUNCIL OF EUROPEAN NATIONAL YOUTH COMMITTEES.

c/o 1, St. Francis Street, Zejtun, MALTA.

# M.Y.C.C.

9th February 1969.

Mrs. Elisabeth Huttche,  
German National Committee  
For International Youth Work,  
53 Bonn-Venusberg,  
Germany.

Dear Mrs. Huttche,

The Malta Youth Consultative Council is the Federation of the great majority of National Voluntary Youth Movements in Malta. It is a Founder Member of the World Assembly of Youth. Affiliated to the MYCC are 17 National Voluntary Youth Movements working in all fields of youth work.

During the International Seminar on Youth and Human Rights held in Badgodesberg, Germany, last May, I had the occasion to talk to you about the lack of funds of the MYCC. I followed this by a letter of the 10th June 1968, which you answered on the 4th July 1968, saying that the DNK regrettably were unable to grant the support requested as the financial means for that year had already been allocated. However you very kindly offered to refer back to this matter at a later date.

Since that time we have opened the National Administrative Office and we are hoping to furnish it soon with an office desk, filing cabinet, table and some chairs.

But we can see no way of obtaining a typewriter, English Language characters, and an Automatic duplicator, Gestetner make. We would be most obliged if you can help us this year to acquire this equipment, or part of it, so that our National Council would be able to function better for the benefit of Malta's National Voluntary Youth Movements.

We receive/.....



## MALTA YOUTH CONSULTATIVE COUNCIL

REPRESENTING THE MAIN YOUTH ORGANISATIONS IN MALTA  
IN ASSOCIATION WITH THE WORLD ASSEMBLY OF YOUTH,  
AND THE COUNCIL OF EUROPEAN NATIONAL YOUTH COMMITTEES.

# M.Y.C.C.

We receive no government grant, and it is very difficult for us to raise all the money we require to furnish this National Administrative Office. In Malta, regrettably, we are taxed on our fund-raising activities.

We are very hopeful that our request would, this year, meet your kind generosity and that of the German National Committee for International Youth Work.

While hoping to hear from you soon,

I remain,

Yours sincerely,

*Victor Mifsud*

Victor Mifsud  
President.

P.S. Attached I am sending you the report of the leading Maltese newspaper on a recent activity of the MYCC :  
A National Seminar on Youth and Human Rights organized as a follow-up of the International Seminar, organized by the German National Committee in collaboration with WAY.

I, St. Francis Street,  
Zejtun.  
17th June 1968.

The Editor,  
Sunday Times of Malta,  
Valletta,

Sir,

Attached I am sending you a comment on one of ROAMERS columns appearing in last Sunday's issue of your paper, for favour of publication, under the pen-name of JUSTICE.

Thank you,

Yours,

*Victor Mifsud*

Victor Mifsud

*Handwritten: Sunday Times of Malta 16/6/68*  
**Two measures**

AN anomaly that puzzles the public is that certain charitable organizations enjoy tax-free concessions whilst others which organize fund raising public performances are subject to entertainment tax. One wonders why the Government discriminates in this way.

It is significant, perhaps, that those charities which have obtained tax concessions — as, for example, exemption from import duty on the coach presented by Prince Philip to Lady Dorman for polio victims, and exemption from entertainment duty on the charity film premiere in aid of the Duke of Edinburgh Award Scheme — are those which have the active support of people of prominence. It would be less than charitable if any worthy cause were deprived of the maximum of help because it lacked the right "connections".

## ROAMER AND THE TWO MEASUREMENTS

Sir,

I am in full agreement with Roamer regarding his contribution in last Sunday's issue of the Sunday Times of Malta re Two Measures.

It is highly commendable that government grants exemption from import duty on the coach presented for the polio victims and exemption from entertainment tax on the charity film premier in aid of the Duke of Edinburgh's Award Scheme.

But if these two charities are commendable for such an exemption why is there discrimination against others who organize fund raising activities with as noble a purpose of charity towards various sections of the community?

I want to mention in particular the Youth Field. Thanks to the spirit of initiative and dedication of some very generous youth leaders we have in Malta a good number of youth movements and youth centres that give a service of immeasurable value towards the civic, educational, cultural, social and religious formation of youths. A few of these National Voluntary Youth Movements receive an annual grant together with other concessions on their fund-raising activities. I would ask here why are such grants and concessions given to a few, and not to the other National Voluntary Youth Movements as well who are doing as much commendable work as these privileged few?

The financial difficulties of the majority of ~~our~~ youth movements are great when it comes to open and/or keep up a premises. Despite their sterling service and their great financial difficulties, eachtime they organize some fund-raising activity like for example a social, a dance or a film show they are taxed as heavily as an individual organizing the same activity for commercial purposes.

I would like to mention as well that ~~our~~ <sup>these</sup> youth movements are contributing greatly towards the success of the Duke of Edinburgh's Award Scheme itself. Some of the few <sup>Gold</sup> awardese are young people who achieved this Award after being encouraged, helped and sponsored by Voluntary Youth Movements.

Tax exemption should not be given because of "the active support of people of prominence." If this is the case, this <sup>is</sup> real injustice and the quicker it is rectified the better.

I suggest that the government should, through its Y.S.O. lay down certain conditions which if fulfilled by a particular youth movement it would become eligible for a tax-free concession on fund-raising activities organized for the purpose of providing a youth service.

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## LETTERS TO THE EDITOR

### SEMINAR FOR YOUTH LEADERS

MR. VICTOR MIFSUD, of Zejtun, writes:-

Sir, — As one of the participants in the seminar on "Sound Broadcasting and Television" held at Rediffusion and Malta Television House, on March 11 and 12, may I congratulate and thank the M.Y.C.C., Rediffusion (Malta) Ltd., and Malta Television Services Ltd. for collaborating in holding such an important and interesting seminar for youth leaders.

The programme was very well varied. The facilities provided by the two companies were excellent and the preparation, delivery and discussion of the lectures on various subjects were of a very high standard.

It was really an experience to be able to hear and discuss with well-known Rediffusion and TV personalities, who themselves produce and direct the various programmes.

But what really made us enjoy this seminar was the fact that whatever was being said, was at the same time being shown in practice in the TV or Rediffusion studios.

In my opinion two particular points came out as a result of the successful seminar. The first one is that the M.Y.C.C. has shown how important it is as a national organization representing the Youth Movements of Malta.

By this seminar, which is part of the Youth Leadership Course, it is giving to our youth leaders the training they need.

The second point is that by giving us their collaboration, Rediffusion and MTV have helped us to understand more what it really means to produce certain programmes. Thus we were able to judge in a rational way the difficulties and limitations they have to face. Considering the size of our Island, the brief time since these services were inaugurated and the limited means at their disposal, broadcasting and televising are well advanced in our country.

I hope that there will be more such collaboration between the M.Y.C.C., Rediffusion and MTV for the benefit of young people.

Yours truly,  
V. MIFSUD.

## PROTEZZJONI TAL-PERSUNA

1. "Il-bnedmin kollha jitwiieldu hielsa u ugwali fid-dinjita u d-drittijiet. Huma moghnija bir-raguni u bil-kuxjenza u ghandhom igibu ruhhom ma' xulxin bi spirtu ta' ahwa".

**Rakkont:** Zmien ilu kien hemm wiehed sinjur li meta ra li l-ilsier tieghu kellu tarbija mmankata ordnalu li joqtolha.

**Qis :** 1. X'tifhem b'nies hielsa u ugwali ?  
2. Jista' bniedem jassar lil haddiehor ?  
3. Ghaliex il-mibeghda, il-glied, u il-gwerri mhumieq hwejjeg sbieh ?

**Aghmel :** Spirtu ta' ahwa : jezisti dan fost il-Maltin ?  
Aqra mill-Kostituzzjoni ta' Malta Indipendenti Kap IV, Sezzjoni 34 u 36.  
Kif ser tnissel spirtu ta' ahwa fil-klassi/ghaqda tieghek ?

2. "Kulhadd hu intitolat ghal dawn id-drittijiet u l-libertajiet imxandra f'din l-Istqarrija, bla ebda ghazla, bhal ta' razza, lewn, sess, ilsien, religjon, opinjoni politika jew kull opinjoni ohra, origini nazzjonali jew soċjali, propjeta, twelid jew kull qagħda ohra."

**Rakkont:** F'Qorti Maltija deher bidwi mixli bi qtil. Il-kawza saret bit-Taljan ghax hekk kienet l-uzanza tal-pajjiz. Il-bidwi ma fehmx x'intqal -- ried li xi hadd joqghod jispjegalu. Din l-uzanza kienet tbiddlet b'ligi.

**Qis :** 1. Ghaliex kull bniedem għandu jkun hieles fil-ghazla ta' l-istat tieghu ?  
2. Jista' bniedem/pajjiz jindahal fl-affarijiet ta' haddiehor/pajjiz iehor ? Spjega.  
3. Il-mara għandha jkollha d-drittijiet kollha tar-ragel. Ghaliex ?  
**Aghmel:** Aqra mill-Kostituzzjoni ta' Malta Indipendenti Kap I, Sezzjoni 2 u 5; Kap IV, Sezzjoni 41 u 42  
Agħti eżempji ta' kif jista' jkun hawn liberta ta' l-opinjoni.

3. "Kull bniedem għandu d-dritt għall-hajja, għall-helsein u għas-sigurtà tal-persuna tieghu".

**Rakkont:** Wiehed qabad u qatel lil xi hadd. Kellu dritt jagħmel hekk ?

**Qis :** Kif ser jidher quddiem il-Qorti ? Spjega "Habeas corpus" x'inhi.  
1. X'jiggrilu min iqajjem rewwixta fil-pajjiz ?  
2. Jista' bniedem joqtol biex jiddefendi l-propjeta tieghu ?  
3. X'inhu x-xogħol tal-pulizija ?

**Aghmel:** Aqra mill-Kostituzzjoni ta' Malta Indipendenti Kap IV, Sezzjoni 40; Kap VIII  
Agħti spjegazzjoni ta' kif inhi mqasma l-Qorti Maltija.  
Tassew li hi haga tajba tingħata sentenza tal-mewt ?

4. "Hadd m'għandu jinżamm ilsier jew fi stat li jixbah lil dak ta' lsier; l-iskavitu u n-negozju ta' l-ilsiera fl-għamliet kollha tagħhom m'għandhomx jithallew isiru".

**Rakkont:** Mill-istorja ta' zmien il-Kavallieri : kaptan imur bix-xini tieghu jaqbad l-ilsiera biex ibieghhom f'art ohra.

**Qis :** 1. Jasar t'fisser biss li wiehed ikun marbut u meqjus bhal animal u mibjugħ minn sidu ?  
2. Jekk wiehed jagħmel qliegh ta' flus minn fuq haddiehor ikun qed jagħmel tajjeb ?

**3 Il-jasar' għadu jezisti fid-dinja ? Kif ?**  
**Aghmel :** Mill-Kostituzzjoni ta' Malta Indipendenti aqra Kap II, Sezz.17, Kap IV, Sezz. 33 u 36  
Diskussjoni : Tassew li f'Malta hawn nies li qegħdin jassru lil min hu iżgħar minnhom b'xi mod ?

5. "Hadd m'ghandu jinghata tortura jew kastig jew trattament ahrax, li ma jinghatax lill-bniedem jew li jinghatax".

**Rakkont:** i) Mill-Isturja Maltija tista' ssemmi l-ilsiera li gew torturati biex jikxfu l-ismijiet ta' shabhom fir-Repubblika ta' l-Isiera.

ii) Dmirijiet Moderni: fi zmien it-Tieni Gwerra n-Nazi taw hafna torturi lill-prigunieri biex jaghtuhom xi taghrif.

**Qis:** 1. Ghalfejn jezisti l-habs?  
2. Tista' ggiegheh bniedem jaghtik xi taghrif li jkun irid izomm sikriet?

**Aghmel:** 3. X'tista' taghmel il-pulizija biex tigbor taghrif mehtieg? Tghallem gib ruhek sew ma' haddiehor. Ghalfejn?  
Aqra mill-Kostituzzjoni ta' Malta Indipendenti Kap IV, Sezz.37  
Il-bniedem ghandu dritt li jahqar annimal?

6. "Kulhadd ghandu d-dritt li jintgharaf kullimkien bhala persuna quddiem il-ligi."

7. "Kollha huma ndaqs quddiem il-ligi u ghandhom id-dritt bla ebda ghazla ghal protezzjoni ugwali mil-ligi. ..."

8. "Kulhadd ghandu d-dritt quddiem it-tribunali nazzjonali kompetenti ghal rimedji effettivi kontra l-ksur tad-drittijiet fundamentali li lilu huma maghrufa mill-kostituzzjoni jew mill-ligi."

**Rakkont:** i) F'certu pajjiz wiehed ragel gie msawwat ghax kien Lhudi.  
ii) Wiehed fqir gie msawwat u misruq minn bniedem maghruf.  
iii) Ragel sar jaf min kien serqu. Hu qabad u ghamel 'vendetta' minnu.

**Qis:** 1. Kif jista' jigi mhares bniedem fqir/mentalment inkapacitat mill-ligi?  
2. Hi haga tajba taqbad u tiehu l-ligi f'idejk?

**Aghmel:** 3. Hemm ghalfejn mixli joqghod jidher quddiem imhallee?  
Aqra mill-Kostituzzjoni ta' Malta Indipendenti Kap IV, Sezz.40 u 46.  
Diskussjoni: Ghalix il-ligi ghandha tkun ghal kulhadd xorta.

9. "Hadd m'ghandu jithalla jkun imharrek, mizmun il-habs jew itturfat ghal xejn b'xejn."

**Rakkont:** a) Pulizija jara ragel ikisser sigra - vandalizmu. Jaghmillu citazzjoni.  
b) Awgur kiteb-artiklu f'gazzetta fejn qal li ma jaqbilx mal-gvern. Sab ruhu tturfat.

**Qis:** 1. Jista' bniedem jigi arrestat immedjatament jekk jinqabad jisraq?  
2. Hi haga tajba li wiehed jigi mkecci 'l barra minn pajjizu?

**Aghmel:** 3. Ghalfejn isiru ligijiet godda?  
Mill-Kostituzzjoni ta' Malta Indipendenti aqra Kap IV, Sezz.35  
Spjegazzjoni: X'inhil l-procedura fil-Qorti Maltija meta bniedem jigi mharrek u jkollu jidher quddiem magistrat.

## II PROCEDURA LEGALI

10. "Kulhadd ghandu d-dritt b'ugwaljanza shiha li jkun mismug bil-haq u fil-pubbliku minn tribunal indipendenti u imparzjali li jiddeciedi d-drittijiet u d-dmirijiet tieghu jew xi akkuza kriminali kontrieh."

**Rakkont:** F'certu pajjiz deher mixli quddiem il-Qorti. Ma setax jikkastigah biex jiddefendi ruhu. L-imhallef kien imhallee biex jikkastigah.

**Qis:** 1. Ghalix hi haga tajba li l-imhallef kien imhallee biex jikkastigah?  
2. Ghalix il-guri jkun maghzul minn kull settur tal-pppu?

**Aghmel:** 3. Nistghu nghidu li f'kull pajjiz qiegħed jiddecies dan id-dritt?  
Mill-Kostituzzjoni ta' Malta Indipendenti aqra Kap IV, Sezz.46.  
Diskussjoni: Hija haga tajba li kulhadd jista' jkun membru ta' guri?

11. "(i) Kull min hu mixli bi htija li jisthoqqilha kastig ghandu d-dritt li jkun meqjus bla htija sakemm il-htija tieghu tkun ippruvata skond il-ligi ff-process pubbliku li fih ikollu l-garanziji kollha mehtiega biex jiddefendi ruhu. (ii) Hadd m'ghandu jkun ikkundannat minhabba ghemil jew thollija ta' ghemil li, fiz-zmien meta twettqu, ma kinux htijiet li jisthoqqilhom kastig skond il-ligi nazzjonali jew internazzjonali. Lanqas m'ghandu jinghata kastig ikbar minn dak li kien jinghata meta twettqet il-htija."

**Rakkont:** (a) Ragel li gie akkuzat bi spjunagg gie immedjatament maqtul.  
(b) Saret ligi li tghid li bniedem irid ihalas it-taxxa fuq hwejjeg importati minn barra. Neguzjant gie akkuzat li kien qed jikser din il-ligi sena qabel ma saret.

- Qis** : 1. X'tifhem bi process pubbliku ?  
 2. X'garanziji ghandhom jinghataw lil wiehed mixli ? Ghalfejn ?  
 3. Ghalfejn jinghata kastig ?
- Aghmel**: Mill-Kostituzzjoni ta' Malta Indipendenti agra Kap III, Sezz.30; Kap VIII, Sezz.94, Kap VIII dwar ix-xoghol tal-Qorti Superjuri w il-Qorti Inferjuri (tal-Magistrati).  
 Diskussjoni: Min ghandu dritt jaghmel il-ligi ?  
 Il-habs qiegħed biex jirrifirma lill-akkuzati.

### III DRIET GHALL-HAJJA PRIVATA

12. "Hadd m'ghandu jkollu għal xejn b'xejn indhil fil-hajja privata tiegħu, fil-familja tiegħu, f'daru jew fl-ittiri tiegħu, u lanqas m'ghandu jbat minn attakki fuq l-onor u l-fama tiegħu. Kulhadd għandu d-dritt għall-protezzjoni mil-ligi kontra indhil jew attakki bħal dawn.

**Rakkont**: a) Persuna f'certu stat li l-ittiri kollha li kienet qed tircievi kienet b'dak il stat.  
 b) Dittatur ta' pajjiż lied jiddestina l-ghadd ta' nies f'kull familja.

- Qis**: 1. Għaliex hi haga hazina toqghod tissenma' u tghid fuq haddiehor ?  
 2. Jista' xi hadd jaqbad u jidhol f'dar privata ?  
 3. X'tifhem bil-kelma 'fama' ?

**Aghmel**: Mill-Kostituzzjoni ta' Malta Indipendenti agra Kap IV, Sezz.35 u 39  
 Tahseb li f'Malta dan id-dritt gieli nichduh lil xulxin ?  
 Kif tista' thares il-fama ta' kull individwu l-ligi ?

### IV MOVIMENT HIELES

13. "(1) Kulhadd għandu d-dritt li jmur bil-liberta minn imkien għal iehor u li jagħzel fejn joqghod 'il gewwa mill-fruntieri ta' kull Stat.  
 (2) Kulhadd għandu d-dritt li jhalli pajjiz, ukoll dak tiegħu, u jerga' lura f'pajjizu.

**Rakkont**: Familja tinsab maqsuma minhabba li l-membri tagħha jinsabu jghixu fuq iż-żewg naħat tal-'Hajt ta' Berlin'.

- Qis** : 1. X'tagħmel meta tkun trid tmur toqghod f'post iehor ?  
 2. Għalfejn isiefri n-nies ? X'differenza tghaddi minn emigrant għal rifugjat ? X'għajjuna x'entiegħu dawn ?  
 3. F'Malta tista' tagħzel bil-liberta fejn tkun trid toqghod ?
- Aghmel** : Agra mill-Kostituzzjoni ta' Malta Indipendenti Kap IV, Sezz.45  
 Diskussjoni: Tahseb li dan id-dritt hu limitat ?  
 L-emigrazzjoni tista' tagħmel hsara lill-pajjiz.

14. "(1) Kulhadd għandu d-dritt li jfittex u jgawdi f'pajjizi oħra l-kenn mill-persekuzzjoni. (2) Dan id-dritt ma jistax jintuza fil-kaz ta' prosekuzzjonijiet fondati tasew fuq htija kontra l-ligi komuni jew fuq għemejjel kontra l-ghanijiet u l-principji tal-Gnus Magħquda.

**Rakkont** : (a) Fi zminijiet imghoddija nies li kienu jikkommettu xi delitti kienet jistghu jidhlu fil-lmejjies għall-protezzjoni.  
 Tahseb li din kienet haga tajba ?  
 (b) Qattiel harab minn Malta għal pajjiz iehor. Il-pulizija Maltija titbobb l-għajjnuna biex dan jinqabad u jingiebb lura.

- Qis** : 1. Għaliex nies li jkollhom idejat differenti fuq politika, letteratura, religjon, gieli jigu persekwitati ?  
 2. Jekk bniedem jikkommetti delitt kontra l-ligi komuni għandu jigi mħolli jghix għes ma gara xejn ?

**Aghmel** : Agra mill-Kostituzzjoni ta' Malta Indipendenti Kap III, Sezz.30 u Kap IV, Sezz. 44.  
 X'inhu "ezilju" ?  
 Taf b'pajjizi li ma jilqghux lil nies persekwitati ? Għaliex għamlu / jagħmlu dan ?

### V NAZZJONALITA'

15. "(1) Kulhadd għandu d-dritt għan-nazzjonalita. (2) Hadd m'ghandu jkun imvahhad għal xejn b'xejn min-nazzjonalita tiegħu, lanqas mid-dritt li jbidilha".

**Rakkont**: Bniedem gie mcahhad in-nazzjonalita ta' certu pajjiz għaliex ma kienx jaqbel ma'l-idejat tar-regim li kien imexxi l-pajjiz.

- Qis** : 1. Kif takkwista n-nazzjonalita ta' pajjizek ?  
 2. Ic-cittadinanza tista' tinxtara ?  
 3. Jista' bniedem ikun cittadin ta' żewg pajjizi ?

**Aghmel** : Agra mill-Kostituzzjoni ta' Malta Indipendenti Kap III  
 Xi tfisser meta tghid li bniedem tilef ic-cittadinanza ?  
 Għaliex jaqbel li l-mara jkollha l-istess cittadinanza bħar-ragel tagħha ?



16. "(1) L-irgħiel u n-nisa li għandhom l-eww tagħn u tat-zwieg, għandhom id-dritt jizzewgu u jwaqqfu familja minghajr xkiel minhabba r-razza, in-nazzjonalita jew ir-religjon tagħhom. Huma għandhom drittijiet indaqs għaz-zwieg, matul iz-zwieg u meta jinhall. (2) Iz-zwieg m'għandux isir minghajr il-ftehim hieles u shih taz-zewg gharajjes. (3) Il-familja hi l-element naturali u fundamentali tas-socjeta u għandha d-dritt għall-protezzjoni mis-socjeta u mill-Istat.

Rakkont: Missier ikecci 'l bintu mid-dar ghax trid tizzewweg guvni li gej minn-familja fqira hafna.

Zagħzugh jigi mkecci minn pajjizu ghax jizzewweg xebba li kienet ta' nazzjonalita differenti.

Qis : 1. Il-genituri għandhom dritt jindahlu fiz-zwieg ta' uliedhom ?  
2. Jista' xi hadd jigi mcaħhad d-dritt taz-zwieg ?  
3. Iz-zwieg jista' jinhal ?

Aghmel : Aqra mill-Kostituzzjoni ta' Malta Indipendenti Kap III, Sezz. 27 u Kap IV Sezz. 43.

Diskussjoni : Tahseb li l-ligi Maltija thares bizzejjed d-drittijiet tal-gharajjes fil-ghazla tagħhom ?  
Il-familja tigi qabel l-istat. X'għajjuna għandha tinghata biex tkun tista' tghix hajja dicenti ?

#### VII IL-PROPJETA

17. "(1) Kulhadd għandu d-dritt għall-propjeta kemm tieghu wahdu kif ukoll bi shab ma' ohrajn. (2) Hadd m'għandu għal xejn b'xejn ikun imcaħhad minn gidu."

Rakkont: Kien għaddej vjaggatur minn triq, qabzu fuqu l-hallelin u hadulu hwejjgu.

Sid id-dar kien ilu jirringa. Kif lesta kollox il-gvern hadhielu.

Qis : 1. Il-Gvern jista' jehodlok xi art jew xi haga ohra ?  
Meta ? Chaliex jekk taqbel ?

2. Kif jista' jkollok propjeta bi shab ma' haddiehor ?  
3. Taqbel li thalli art pajjizek tinxxtara minn barrani ?

Aghmel Mill-Kostituzzjoni ta' Malta Indipendeneti aqra Kap II, Sezz. 9 u Kap IV, Sezz. 38 u 39

Diskussjoni: Kull haga għandha tkun propjeta tal-Gvern ?  
L-għaqdiet għandhom dritt għal propjeta tagħhom.

#### VIII TOLLERANZA RELIGJUZA

18. " Kulhadd għandu d-dritt għal-liberta tal-hsieb, tal-kuxjenza u tar-religjon; dan id-dritt ihaddan il-liberta li wiehed ibiddel ir-religjon jew il-konvinzjoni tieghu u li jkun hieles, kemm wahdu jew m'ohrajn, fil-berah jew fil-privat, jistqarr ir-religjon jew il-konvinzjoni tieghu fit-tagħlim, fl-għemejjel, fil-qima u fil-harsien tagħhom.

Rakkont : Semmi l-martri li mietu għar-religjon tagħhom; nies li gew persekwitati minhabba l-idejat tagħhom.

Qis : 1. Tiffhem b'formazzjoni ta' kuxjenza ?  
2. Jista' xi hadd ma jhallikx tipprattika r-religjon ?  
3. Kif jista' wiehed ifisser il-hsibijiet tieghu fil-berah ?

Aghmel : Aqra mill-Kostituzzjoni ta' Malta Indipendenti, Kap I, Sezz. 2, Kap II, Sezz. 10, u Kap IV, Sezz. 41

Diskussjoni : Għandu bniedem id-dritt li jipprotegi l-idejal jew ir-religjon tieghu ?  
Il-liberta tal-hsieb, tal-kuxjenza u tar-religjon tista' tigi mrazzna għal xi raguni ?

#### IX LIBERTA TA'L-ESPRESSJONI

19. "Kulhadd għandu d-dritt għal-liberta li jzomm l-opinjoni tieghu u li jfissirha; dan ihaddan id-dritt li wiehed izomm opinjonijiet minghajr indhil u li jkun jista' jfittex, jircievi u jghaddi tagħrif u ideat li bil-mezzi li jidhirlu, minghajr konsiderazzjoni ta' fruntieri".

Rakkont : Certu partit politiku ma thallix jigi mwaqqaf f'pajjiz. Il-liberta ta' l-istampa f'Malta komparata ma' pajjizi ohrajn.

Qis : 1. Hemm għalfejn ikun hawn ic-censura tal-gazzetti ?  
2. Dawk li jxerrdu l-malafama, pubblikazzjonijiet dizonesti jew sedizzjuzi hadd ma jista' jikkoregihom ?  
3. Taqbel li r-radju w mezz ta' komunikazzjoni għandhom ikunu f'idejn il-Gvern ?

Aghmel : Mill-Kostituzzjoni ta' Malta Indipendenti aqra Kap IV, Sezz. 42 Kap XI, Sezz. 121 u 122.

Aghmel lista' ta' gazzetti Maltin u ara jekk humiex marbutin bil-fors ma' ideja wahda.

Diskussjoni: Tahseb li f'pajjizna l-opinjoni jiet tal-minoranza qed ikunu mahnuqa ?



#### X LAQGHAT U ASSOCJAZZJONIJIET

20. "(1) Kulhadd ghandu d-dritt ghal-liberta li jiltaqa' u jissieheb ma' ohrajn fil-paci. (2) Hadd m'ghandu jkun ingieghel li jissieheb f'xi ghaqda. Rakkont : Haddiem gie mgieghel jidhol f'"union"partikolari bil-fors. F'fabrika s-sid ordna 'l-haddiema biex ma jissiehbux f' ghaqdiet tal-haddiema biex jitolbu titjeb fil-pagi.

Qis : 1. Ghandu jkun hemm xi regolamenti dwar laqghat, meetings, purciissjonijiet, ecc. ?  
2. Ghalfejn jitwaqqfu l-ghaqdiet ?  
3. Haddiem jaqbilla jkun f'xi 'union' ?

Aghmel : Mill-Kostituzzjoni ta' Malta Indipendenti aqra Kap IV, Sezz.43 u Kap XI, Sezz. 120.  
Diskussjoni: Il-Gvern ghandu d-dritt ma jhallix ghaqda li tkun qed tahdem kontra l-interessi ta' l-istat .  
Tahseb li f'Malta l-ghaqdiet volontarji jistghu jahdmu bil-liberta kollha ?

#### XI DRITTJIET POLITICI

21. "(1) Kulhadd ghandu d-dritt li jiehu sehem fil-gvern ta' pajjiz, direttament jew permezz ta' rappreżentanti maghzula bil-liberta. (2) Kulhadd ghandu d-dritt uguali li jidhol ghas-servizzi pubblici ta' pajjiz. (3) Ir-rieda tal-poplu ghandha tkun is-sies ta' l-awtorita tal-gvern; din ir-rieda ghandha tintwera f'elezzjonijiet genwini li ghandhom isiru minn zmien ghal zmien li fihom jivvota kulhadd b'vot indaq u sigriet jew inkella skond il-proceduri bhalhom li jizguraw il-liberta tal-vot.

Rakkont : Fil-pajjiz kien hemm storbju shih. General ta' armata qabad u ha l-gvern f'idejh. Hu ghazel ir-rappreżentanti tal-poplu. F'Malta bdew il-meetings mill-partiti politici. Haggi l-kandidati ghall-elezzjoni. Il-partit li l-aktar gab voti ha l-gvern.

Qis : 1. Hija haga tajba li fil-pajjiz ikun hemm aktar minn partit politiku wiehed ?  
2. Tahseb li l-liberta tal-vot qeghda tigi mahnuqa f'xi pajjiz ?  
3. Xi kwalitajiet tistenna fil-kandidati li johorgu ghall-elezzjoni ?

Aghmel : Mill-Kostituzzjoni ta' Malta Indipendenti aqra Kap I, Sezz.6, Kap VI, partikularment Sezz.52, 58, 59.  
Diskussjoni: Mil-liema eta ghandu wiehed jibda jkollu d-dritt tal-vot ?  
Meta mara jkollha d-dritt tal-vot tahseb li tkun akkwistat d-drittijiet kollha daqs ir-ragel ?

#### XII SERVIZZI SOĠJALI W INDUSTRIJALI

22. "Kulhadd, bhala membru tas-socjeta, ghandu d-dritt ghas-sigurta soċjali u ghandu d-dritt li jissodisfa, permezz ta' l-isforz nazzjonali u l-kooperazzjoni internazzjonali u skond l-organizzazzjoni u r-rizorsi ta' kull Stat, id-drittijiet ekonomici, soċjali u kulturali li minghajrhom ma jistax izomm id-dinjita tieghu u jizviluppa bil-liberta l-personalita tieghu."

23. "(1) Kulhadd ghandu d-dritt ghax-xoghol, ghall-ghazla hielsa ta' l-impjeg, ghal kondizzjonijiet ta' xoghol gusti u favorevoli u ghall-protezzjoni mill-qghad. (2) Kulhadd, bla ebda ghazla, ghandu d-dritt ghal hals indaq ghal xoghol indaq. (3) Kull min jahdem ghandu d-dritt ghal hals gust u favorevoli li jizgura lilu u lill-familja tieghu ghejxien li jixraq lid-dinjita umana, u li jkun mizjud, jekk jehtieg, minn kull mezz iehor ta' protezzjoni soċjali. (4) Kulhadd ghandu d-dritt jiffirma "trade union" u jissieheb fihom ghall-protezzjoni ta' l-interessi tieghu.

Rakkont : (1) Zaghzugh xtaq li ikompli jistudja biex ikabbar il-kultura tieghu, izda sab li la kellu mezzi biz-zejjed u lanqas kien hemm min jghinu. X'jigriju ?

(2) Fabbrika privata kienet thaddem zghazagh irgiel u nisa. In-nisa li kienu jaghmlu l-istess xoghol kienu mhallsa inqas.  
(3) Haddiem obda d-direzzjoni tal-"union" tieghu li kienet kontra d-direzzjoni ta' "union" ta' shabu. Gie mgħajjar minnhom.

Qis: 1. Il-bniedem bil-fors irid jahdem ?  
2. X'tifhem b'paga gusta ?  
3. X'inhu l-iskop ta' "trade union" ?

Aghmel: Mill-Kostituzzjoni ta' Malta Indipendenti aqra Kap II, Sezz.7,8, 9, 13 sa 21.  
Diskussjoni: Ghandu jkun hemm "trade unions" differenti ghall-istess tip ta' haddiema ?

24. "Kulhadd ghandu d-dritt għall-mistrieh u għall-btajjel, u speċjalment għal limitazzjoni ragonevoli tal-hin tax-xogħol u vaganzi perjodici mħallsin.  
 Rakkont : F'certu pajjiz il-haddiema gew ingieghla jahdmu l-gimgha kollha. F'industrija l-hinijiet tax-xogħol kienu tant hżiena li hafna haddiema bdew jimirdu. Min falla ma giex imhallas.
- Qis** : 1. Kif l-ahjar li jinghataw il-vaganzi mħalls ?  
 2. Bi dritt għall-mistrieh tifhem biss waqfien mix-xogħol ?  
 3. Il-haddiem ghandu jkollu ghajjnuna mill-gvern biex igawdi l-vaganzi ?
- Aghmel** : Mill-Kostituzzjoni ta' Malta Indipendenti agra Kap II Sezz.14  
 Diskussjoni: Kull haddiem ghandu jkollu l-hin tal-mistrieh ukoll waqt ix-xogħol.
25. "(1) Kulhadd ghandu d-dritt għal livell ta' hajja sufficjenti biex jizguralu saħtu, ghajxion tajjeb għalih u għall-familja tieghu, speċjalment f'dak li hu ikel, ilbies, dar, kura medika kif ukoll servizzi soċjali meħtiega; ghandu wkoll id-dritt għas-sigurtà f'kaz ta' qgħad, mard, mankament, armla, xjuħija, u fil-każi l-oħra meta minhabba cirkostanzi li m'ghandux kontroll fuqhom jitlef il-mezzi tal-ghajxien. (2) L-ommijiet u t-tfal għandhom id-dritt għal kura u ghajjnuna soċjali. It-tfal kollha, kemm jekk twieldu fiz-zwieg, kemm barra minni, għandhom igawdu l-istess protezzjoni speċjali."
- Rakkont : Koppja trid tizzewweg ma tistax tikri dar ghax m'hawnx djar bizzejjed. Il-ftit li hawn għandhom kura għoli hafna.  
 Haddiem wegga' fuq ix-xogħol. Ma kienx hemm min jagħtih l-ghajjnuna.
- Qis** : 1. F'Malta is-servizzi soċjali huma organizzati biex illeghu mal-bzommijiet kollha ta' kull cittadin ?  
 2. L-emigrazzjoni hi mezz sufficjenti biex isolvi l-qgħad ?  
 3. X'kura speċjali għandha tinghata lit-tfal u l-ommijiet ?
- Aghmel** : Mill-Kostituzzjoni ta' Malta Indipendenti agra Kap II, Sezz.18  
 Diskussjoni: X'ghajjnuna għandha tinghata lill-orfni u r-romol ?  
 Iz-zghazagh għandhom iħallsu taxxi izjed ?  
 L-"Insurances" f'Malta huma organizzati tajjeb ?

### XIII EDUKAZZJONI, XJENZA U ARTI

26. "(1) Kulhadd ghandu d-dritt għall-edukazzjoni. L-edukazzjoni għandha tkun b'xejn, għall-inqas fil-gradi elementari u fundamentali tagħha. L-edukazzjoni elementari għandha tkun obbligatorja. L-edukazzjoni teknika u professjonali għandha jkun jista' jagħmel uzu minnha kulhadd; l-edukazzjoni universitarja għandha tkun miftuħa b'mod ugħali għal dawk kollha li jisthoqqlhom. (2) L-edukazzjoni għandha jkollha bħala għan l-izvillup shih tal-personalita umana u li ssahħah ir-rispett għad-drittijiet u għal-libertajiet fundamentali tal-bniedex. Hi għandha theggeg il-ftehim, it-tolleranza u l-ħbiberija fost in-nazzjonijiet, ir-razez jew il-gruppi religjużi kollha u għandha tmexxi 'l quddiem il-hidmiet tal-Għus Magħquda għaz-zamma tal-paci. (3) Il-genituri għandhom l-ewwel dritt li jagħzlu l-għamla ta' edukazzjoni li tinghata 'l uliedhom."
27. "(1) Kulhadd ghandu d-dritt li jiehu sehem bil-liberta fil-hajja kulturali tal-komunita, li jgawdi l-arti u li jaqsam fil-progress xjentifiku u l-gid li jgib mieghu. (2) Kulhadd ghandu d-dritt li jkollu l-protezzjoni għall-interess morali u materjali tieghu meta hu l-awtur ta' produzzjoni xjentifika, letterarja jew artistika.
- Rakkont : Missier ma riedx jibghat l-ibnu l-iskola ghax riedu jahdem fl-ghalqa mieghu. It-tifel baqa' bla skola.  
 Gvern ta' pajjiz ried li t-tfal jinghataw edukazzjoni kif ried hu fuq bazi militari.  
 F'certu pajjiz il-kotba ta' certu awtur ma jistghux jigu moqrija. F'post iehor huma ikkopjati bl-addocc.
- Qis** : 1. L-edukazzjoni għandha tkun għall-hajja ?  
 2. Għandu jkun hawn edukazzjoni b'xejn għal kulhadd ?  
 3. X'tifhem b'"copyright" ?
- Aghmel** : Mill-Kostituzzjoni ta' Malta Indipendenti agra Kap II, Sezzjoni 10, 11, 12, u 8 & 9.  
 Diskussjoni : L-Edukazzjoni sekondarja u Universitarja għandha tkun b'xejn u għal kulhadd ? Għaliex ?  
 L-arti għandha tigi ccensurata ?  
 Is-sejbiet tax-xjenza għandhom jinżammu sigrieti ?

XIV HARSIEN GHAD-DRITTIJJIET TAL-BNIEDEM

29. "Kulhadd ghandu dmirijiet lejn il-komunita li fiha biss jista' jitwettaq l-izvillup hieles u shih tal-personalita tieghu. (2) Fit-thaddim tad-drittijiet u tal-libertajiet tieghu, kull wiehed ghandu jkollu biss dawk il-limitazzjonijiet li jigu mil-ligi li ghandha biss bhala ghan li tizgura l-gharfien u r-rispett ghad-drittijiet u l-libertajiet ta' l-ohrajn u li tissodisfa dak li gustament jitolbu l-morali, l-ordni pubbliku u l-gid komuni f'socjeta demokratika. (3) Dawn id-drittijiet u l-libertajiet ma jistghu fl-ebda kaz jithaddmu kontra l-ghaniijiet u l-principji tal-Gnus Maghquda.
28. "Kulhadd hu intitolat ghal ordni socjali u internazzjonali li fih id-drittijiet u l-libertajiet imxandra f'din l-Istqarrija jkun jistghu jitwettqu tassew.
30. "Xejn f'din l-Istqarrija ma' jista' jkun mifhum li jaghti lil xi Stat, ghaqda jew persuna d-dritt li jaghmel xi hidma jew li jitwettaq xi ghemil bil-ghan li jecred xi drittijiet jew libertajiet li huma mxandra hawnhekk."
- Rakkont: L-izvillup fil-ligi, opinjoni pubblika u drawwiet rigward id-drittijiet tal-bniedem f'Malta.  
Pajjiz kbir ipprova jiddetta d-drittijiet u d-dmirijiet ta-cittadini ta' pajjiz zghir.
- Qis : 1. Il-bniedem bil-fors ghandu joqghod jiggieled biex jakkwista d-drittijiet tieghu ?  
2. Tahseb li l-futur tal-liberta hu mhedded ?  
3. Stat demokratiku jhares sewwa d-drittijiet ta-cittadin ?
- Aghmel : Mill-Kostituzzjoni ta' Malta Indipendenti aqra Kap I, Sezz. 6 u Kap II, Sezz. 22
- Diskussjoni : Il-bniedem ghandu jkun jaf d-dmirijiet tieghu sewwa bhala cittadin ?  
F'Malta naghtu kaz tad-drittijiet u d-dmirijiet taghna lejn il-gid komuni ?

.....  
NIRRINGRAZZJAW :

Il-Kumitat Organizzattiv tas-Seminar fuq iz-Zghazagh u d-Drittijiet tal-Bniedem jixtieq jirringrazzja lill-Onorevoli Kelliema, lir-Rev. Bro. Charles, Principal ta' St Michael's College of Education, lir-Rev. J.M. Ghigo, S.J., li tana l-permess nuzaw it-traduzzjoni tieghu ta' L-Istqarrija Universali tad-Drittijiet tal-Bniedem, lis-Sur Paul Galea, Y.S.O., lil Miss C. Said, lill-partecipanti kollha li hadu schem u lil dawk kollha li ghenuna biex dan is-Seminar jirnexxi.

X'INH  
POLITIKA NAZZJONALI GHAZ-ZGHAZAGH ?

minn

Victor Mifsud

President

Malta Youth Consultative Council

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28ta' Gunju, 1970

Gentili Sinjuri,

Introduzzjoni

Gejt mitlub li niftah dan is-Seminar billi nkellimkom fuq x'inh politika nazzjonali ghaz-zghazagh. Qabel ma nipp-rova nirrispondi ghal din il-mistoqsija tajjeb li ngħatikom idea ta' kif beda hawn Malta dan il-moviment li hawn bħal-issa biex tittfassal politika nazzjonali ghaz-zghazagh flimkien ma pjan biex din tkun tista' tigi implimentata.

Fl-1968 il-Malta Youth Consultative Council li jgħaqqad fih il-magħgoranza tal-movimenti nazzjonali voluntarji taz-zghazagh Maltin, ha sehem f'Seminar li sar fl-Awstrija li kien gie organizzat mill-World Assembly of Youth li tiegħu l-M.Y.C.C. hu 'founder member'. Is -suggett kien 'Il-Htiega ta' Politika Nazzjonali ghaz-Zghazagh f'kull Pajjiz'.

Fl-ewwel General Council Meeting tal-M.Y.C.C. lissar wara dan is-Seminar tressqet mozzjoni min z-zghazagh ta' l-Azzjoni Kattolika biex l-M.Y.C.C. jagħmel studju halli f' Malta tinholq ukoll Politika Nazzjonali ghaz-Zghazagh. Twaqqfu erba' sottokomitati fl-M.Y.C.C. li bdew jaħmu fuq erba' aspetti ewlieni fil-hajja taz-zghazagh jigifieri, Edukazzjoni u Kultura - Kogħol Impjiegi u Tradeunionismu - Hin Liberu u Servizz Voluntarju - u l-Isvilupp Soċjali, Ekonomiku u Politiku f'Malta. F'Dicembru 1969 l-M.Y.C.C. organizzat Seminar fuq " Il-Htiega ta' Politika Nazzjonali ghaz-Zghazagh f'Malta ". F'dan is-Seminar hdu sehem aktar minn 100 partecipant minn madwar 22 organizzazzjoni : u movimenti taz-zghazagh u ohrajn interessati fiz-zghazagh bħal per eżempju Trade Unions.

Wara sar rapport ta' dan is-Seminar u tqassam lil persuni u istituzzjonijiet Ekoncernati. L-M.Y.C.C. issa qiegħed imexxi kampanja biex l-idejat li hargu minn dan is-Seminar ta' Dicembru 1969 u idejat ohrajn tas-sotto-komitati koncernati jigu mwettqa mill-awtoritajiet.

Tant qed tinħas il-htiega ta' politika nazzjonali ghaz-zghazagh hawn Malta li diversi organizzazzjonijiet diġa għamlu jew qed jagħmlu studju fuq dan is-suggett.

Iz-Zghazagh Haduema Nsara hargu manifest li l-idejat tiegħu jixbhu hafna l-politika nazzjonali ghaz-zghazagh. Iz-zewg frēgħi taz-zghazagh tal-Azzjoni Kattolika f'Mejju li għadha għamlu wkoll studju fuq l-Edukazzjoni, Hin Liberu u Kogħol kif dawn jolqtu liz-zghazagh u hargu idejat fuqnom li gew imfissrin fil-Kongress Annwali tagħhom.

U illum il-Moviment tagħkom taz-Zghazagh tal-Partit

...Nazzjonalista

Nazzjonalista, il-pariti li jinsab fil-Gvern, has ukoll din il-htiega, u ngabar hawnhekk illum, biex jagħmel studju fuq dan is-suggett sabiex kif nifhem jiena, intom tkunu tistgħu tinfluenzaw il-programm elettorali tal-partit nazzjonalista fuq il-htiega ta' pol tika nazzjonali għaz-zghazagh.

Intom ukoll hriġtu rapport elaborat u interessanti hafna fuq dan is-suggett li fih niehu gost ngħid, addottajtu il-maggoranza ta' l-idejat fir-rapport tal-M.Y.C.C. u ukoll zviluppajtu idejat oħra soieħ.

Issa nixtieq nifrisponi għall-mistoqsija ta' "X'inhi Politika Naz zjonali għaz-Zghazagh?"

X'inhi Politika Nazzjonali għaz-Zghazagh?

Hawnhekk nixtieq li l-kelma 'politika' ma nifhmniex hazin. Il-Malti forsi ma jistax ruħa bizzejjed biex jispjega il-kelma 'policy'. Meta Politika fis-sens tagħna illum ma tfissirx 'Politics' izda 'Policy'. Skond Peter Kuensler, konsulent tal-U.N.E.S.C.O. f'Gineva u li ukoll gie Malta jgħati pariri fuq iz-zghazagh li dan il-Gvern,

"politika nazzjonali għaz-zghazagh għanda tkun l-espressjoni publika ta' l-intenzjonijiet ta' pajjiz għaz-zghazagh tiegħu - intenzjonijiet, li għandhom ikunu ibbakkjati politika u finanzjarjament, s biex minn intenzjonijiet isiru fatti".

Għal dan il-għan mehtieg ippjanar li jkun parti mill-ippjanar generali tal-pajjiz u mhux xi haga separata li tista tkompli tkabbar il- firda beja il-generazzjonijiet.

Ippjanar għaz-Zghazagh jitlob li jkun hemm aktar informazzjoni ezatta fuq iz-zghazagh. Dan hu mehtieg illum għaliex hafna gvernijiet li sabuha mehtiega li jagħmlu 'long-term' u 'short-term planning' għall-isvilupp industrijali, għall-agrikoltura, għall-edukazzjoni u hwejjeg oħra. Pero, l-aktar li hum mehtieg illum hu harsa aktar fil-fond tal-bzonnijiet taz-zghazagh, mhux bħala sezzjoni separata tal-komunita u langas bħala settur separat ta' ppjanar fil-politika nazzjonali. D

Dawk li jippjanaw, izda, hemm bzonn li j għarrfu li l-ebda pjan agrikolu ma' jista' qatt ikun effettiv jekk ma jgħidix biex jipprovdi edukazzjoni agrikola għaz-zghazagh, jekk ma jipprovdi għaqdiet ta' bdiewa zghazagh, jekk ma jipprovdi opportunitajiet bizzejjed għall-hajja dicenti minn fuq l-art.

L-Ebda politika industrijali ma' hi tajba jekk din ma tgħidix biex ikollha programma ta' tahrig għaz-zghazagh biex dawn ikun kapaci jaddottaw ruhhom għat-tibdiliet teknolōgici ta' zmienna.

"L-ebda politika tas-Saħħa ma tista' tirnexxi jekk minbarra li tgħid biex tipprovdi rimedji u kura tajba għall-mard ma tgħidix fis-saħħa tat-tfal u taz-zghazagh b'mod partikolari.

"Għalihekk f'kull settur ta' ppjanar, saħħa, edukazzjoni - tahrig, manpower, impjieg, agrikoltura, industrija, turizmu, sigurta', hin liberu u amministrazzjoni, wiehed irid jara zewg affarijiet: Kif ser jigu milquta' iz-zghazagh u kif jistgħu iz-zghazagh jgħatu s-senem tagħhom biex dawn il-pjanijiet jigu mplementati

"Għaliex iz-zghazagh m'humiex biss dawk li jibbenefikaw minn jow il-vittni ta' l-izvilupp, izda huma stess huma l-arkitetti u l-agenti ewlenin ta' kull zvilupp".

..... F'pajjizi

F'pajjizi li qabdu t-triq ta' l-izvilupp, iz-zghazagh, hafna drabi iharsu lejhom bixx bhal konsumaturi - bhala oggetti ta' propaganda u manipulazzjoni idejologika u kumm-ercjali - F'qaghda bhal din x'inhni r-responsabbilta' tal-Gvern ?

### Il-Gvern

Certament il-Gvern m'ghandux jipprova jagħmle kollox hu għaz-zghazagh, imma għandu jenfasizza u jinkoraggixxi l-aspetti positivi li jkunu jeżisti bhal, per eżempju, l-għaqdiet taz-zghazagh, u jinnewtralizzza l-aspetti negattivi - bhal l-isfruttament taz-zghazagh - fis-sitwazzjoni soċjali u ekonomika.

Ix-xogħol tal-Gvern irid ikun li permezz ta' politika nazzjonali għaz-zghazagh, u pjan biex din tigi implimentata, hu jara li jgħid sitwazzjoni li fiha il-htigieġiet taz-zghazagh jigu milqugħa u d-drittijiet tagħhom jigu mharsa.

Idejiet bhal dawn regghu gew ibakkjati mill-konkluzzjonijiet ta' l-aħmar rapport fuq iz-zghazagh u l-izvilupp nazzjonali tal-Għus Magħquda li jgħid hekk :

" Kull ippjanar u programmi għall-izvilupp soċjali u ekonomiku huwa tajjeb jekk qed jiehu hsieb, tas-sitwazzjoni kollha, taz-zghazagh fil-pajjiz. Dak li qed isir jew mhux isir għaz-zghazagh, maz-zghazagh u biz-zghazagh huwa l-aqwa kriterju tas-suċċess ta' kull ippjanar għall-izvilupp tal-pajjiz."

Dana bilfors hu minnu meta wiehed iqs li aktar minn 50% tal-populazzjoni tad-dinja hija magħmula minn zghazagh taht il-20 sena.

Jean Raty, li huwa l-ufficjal amministratur ewlieni ta' l-'Out-of-School Education and Youth Division' tal-Kunsill ta' l-Ewropa jgħid hekk fuq il-politika nazzjonali għaz-zghazagh

" Din tista tigi kkunsidrata bhala pjanar ta' diversi fatturi responsabli li jkondizzjonaw il-hajja taz-zghazagh sabiex b'hekk il-generazzjoni zghazuga ikollha l-opportunita' li tisviluppa il-kapacitajiet intellettuali - morali - kulturali - u fisici kollha tagħha."

Politika nazzjonali għaz-zghazagh vera hija politika zghazuga, mimlija tibdil u hwejjeg godda - politika li fiha iz-zghazagh jistgħu jaqsmu l-entuzjazmu, l-ottimizmu u t-tamiet tagħhom - politika li fit-tifsil tagħha huma għandhom sehem shih għax hi ser tiddeciedi id-destin tagħhom.

Hemm certi elementi principali li jinfluenzaw direttament jew indirettament din il-politika. Dawk li jolqtuha direttament huma il-familja, il-legislazzjoni dwar il-protezzjoni fisika jew mentali taz-zghazagh, l-edukazzjoni, ix-xogħol - impjiegi - u sigurtà - l-għaqdiet taz-zghazagh - d-djar - u l-problemi ta' l-irhula u l-ibliet.

Fatturi oħrajn jolqtuha indirettament, bhal per eżempju, it-tweġmin - il-kultura - il-hin liberu - u l-informazzjoni.

Politika nazzjonali għaz-zghazagh, izda, ma' tista gatt tkun statika. Jinntieg li jkun hemm " long-term activities" li jridu jsiru, u jrid ikun hemm il-mezzi, u jittiehdu l-passi meħtieġa biex jintlaħqu l-iskopijiet ta' din il-'policy'.



### Malta-Illum

F'Malta ukoll għandna aktar minn 50% tal-populazzjoni ta' taht il-25 sena. Għandna legislazzjoni soċjali, legislazzjoni li għandha x'taqsa mal-edukazzjoni u ohra mas-saħha u ohra max-xogħol .

Pero nistaqsi : X'kollaborazzjoni tezisti bejn id-dipartimenti koncernati fuq l-ippjanar ta' policies' u fuq it-tweqqieg ta' programmi li għandhom x'jaqsmu maz-zghazagh ? X'ricerki xjentifici saru fuq is-sitwazzjoni taz-zghazagh f' Malta ?

### Suggerimenti

Nghaddi issa għal ftit suggerimenti prattici li jiena nhoss li għandhom ikunu parti minn politika nazzjonali għaz-zghazagh f'Malta.

1. Jehtieg li jkollna statistika ezatta kemm jista' jkun fuq iz-zghazagh li tkun tinkludi n-numru ta' zghazagh f'kull eta'. Dawk li qedin fl-iskejjel - u dawk li jahdmu u x'qed jagħmlu. Kemm qed ibidulu x-xogħol, kemm qed jisfaw 'redundant' kemm qed jieħdu tahrig industrijali, kemm hawn zghazagh bla xogħol ? Kemm ilhom u għaliex ? Dan jista' jsir mill-Youth Employment Service tal-Ministeru taz-Xogħol.
2. Jehtieg revizzjoni tal-legislazzjoni kollha li tolqot liz-zghazagh, jigifieri dik dwar is-saħha u sigurtà fuq ix-xogħol - edukazzjoni - impjiegi u l-eta' tal-vot, u xi haga speċjali biex jingata' l-l-isfruttament kummerċjali u ukoll immorali taz-zghazagh waqt il-hin liberu tagħhom.
3. Jehtieg li z-zghazagh Maltin jigu mghotija aktar 'say' fil-hwejjeg li direttament jew indirettament jolqtu lilhom, billi tinstema aktar il-vuei tagħhom.

Issa li dan il-Gvern ser jintroduci misura ta' skola sekondarja b'xejn għal kulhad ikun ferm tajjeb jekk liz-zghazagh tagħna nagħtunom id-dritt ta' partecipazzjoni fl-għazla tal-mexxejja tal-pajjiz ma' l-eta ta' l-il-sena.

Irriđu nġatu aktar kaz tar-rapprezentazzjonijiet li z-zghazagh jagħmlu permezz tal-Kunsilli ta' l-Istudenti fl-Iskejjel u fl-Istituzzjonijiet Għolja ta' Edukazzjoni u permezz tal-Movimenti taz-Zghazagh.

Kemm kuwa ahjar li nġatu kaz tat talbiet taz-zghazagh illum milli nip-ruvaw nraqqgħu il-hsara li tista tigrilhom jew li jistgħu jagħmlu huma aktar tard.

4. Fl-isfera ta' l-edukazzjoni jehtieg li z-zghazagh kollha jigu offruti opprotunita' uguali halli kull zghazagh jew zghazugħa ikunu jistgħu jisviluppaw il-kapacitajiet tagħhom.

Biex ikun jista' jsir dan jehtieg li fl-iskejjel kollha jigi appointed 'guidance master' li jkun jew li jigi mħareg.

L-Educational Guidance Unit' tal-Ministeru ta' l-Edukazzjoni : jehtieg li tigi mvaqqfa ufficċjalment u mkabbra billi l-Gvern jibgħat aktar milli qed jibgħat Masters għall tahrig fil-'Guidance' barra minn Malta

Jehtieg li s-Syllabi ta' l-Iskejjel tagħna jkunu

.../ aktar orjentati

aktar orjentati għall-hajja u għall-karriera milli għall-eżami liet.

5. F'dak li għandu x'jaqsam ma' l-impjiegi hemm bżonn li l-Youth Employment Service tal-Ministeru tax-Xogħol jigi riorganizzat fuq linji godda u mkabbar. B'aktar staff imharreg dan is-servizz ikollu potenzjalita' kbira biex a) jigbor ricerka fuq iz-zghazagh li jiena semnejt aktar 'l fuq u

b) jgħid kull sena ' a dictionary of occupations ' b'informazzjonijiet fuq il-prospetti ta' xogħol għaz-zghazagh fil-futur immedjat u mbiegħed.

c) jorganizza lectures u jipprovdi lecturers għall-iskejjel fuq diversi karrieri.

d) jikkordina il-hidmiet edukattivi ma' dawk industrijali billi jagħmel arrangamenti koordinati ma' lista ta' industrijali li lesta li jaccettaw visits minn school-leavers.

e) jorganizza ' work orientation schemes ' jigiefieri opportunitajiet għall-studenti kbar biex dawn filwaqt li qedin fl-iskejjel ikun jistghu imorru għall-gimgha jew hmistax jahdmu f'fabrika.

6. Għandna bżonn ' manpower survey '. Id-Development Corporation jehtieg li meta tagħti l-'grants' u l-'loans' lill-industrijalit jkoll għall-industriji li joffru impjiegi liz-zghazagh. Din għanda tagħti parir lill-Gvern fuq xi kwalita' ta' tahrig fis-sna jja ser ikun mehtieg sabiex il-Gvern minn qabel m'dawn il-fabbriki jinbnew jahseb biex jorganizza korsijiet specjali ta' tahrig għaz-zghazagh. Dawn il-korsijiet jghinu liz-zghazagh biex isibu xogħol bħala zghazagh imharrga u għalhekk ikun hemm anqas cans li z-zghazagh jigu sfruttati minn nies li m'hemmx biss fil-qliegħ esagerat ta' l-impriza tagħhom.

Il-Labour Officers għandhom importanza kbira f'dan iz-zmien billi jaraw li z-zghazagh tagħna qed jircievu tahrig adegwat u li l-ebda industrijalist ma' jabbuza il-legislazzjoni importanti fuq l-impjiegi li għamejl din is-sena dan il-Gvern.

7. Fl-isfera kulturali u Min liberu jehtieg aktar inkoraggiment mhux biss fl-iskejjel izda wkoll f' korpi voluntarji halli l-arti, il-muzika id-drama u l-isport jiffjorixxu aktar kif semnejt fil-memorandum tagħkom.

L-Isports Centre huwa ta' importanza kbira għaz-zghazagh għalhekk jehtieg li dan jingħata attenzjoni specjali wkoll.

8. Il-Hidma tal-Movimenti taz-Zghazagh li ilhom joffru servizz indispensabili liz-zghazagh Maltin u lin-Nazzjon għada ma' hix apprezzata bizzejjed mill-awtoritajiet.

F'pajjizi ohra il-Movimenti taz-Zghazagh tas-servizz li qed jgħatu liz-zghazagh huma ezentati mit-taxxi u mghejuna finanzjarjament. Hawn Malta għad irridu naraw iz-zmien meta dawn jibdew jircievu għajjnuna finanzjarja u titnehhilhom it-taxxa ta' 33 1/3 % fuq id-dhul minn xi fund-raising activity, kemm jekk ikun hemm qliegħ jew telf. Anzi jgħid li għajjnuna finanzjarja hawn Malta tezisti anomalija li ntroduciha il-Gvern Kolonjali li sal-lum minkejja diversi rappreżentazzjonijiet mill-M.Y.C.C. din għada ma' gietx irrangata.

.... / Qed nirreferi



Qed nirreferi għall-fatt li l-Girl Guides jircievu grant kull sena ta' £100 u l-Boys Scouts grant kull sena ta' £150 minn għand il-Gvern Maltà. Din hija diskriminazzjoni li jehtieg li ttrranga ruħha. Il-Movimenti taz-Zghazagh kollha qed jgħatu servizz liz-zghazagh f' xi sfera partikolari min fix-xogħol, min fl-edukazzjoni min fil-hin liberu, u għalhekk għandhom jigu mghejuna kollha u mhux tnejn biss.

Xi ngħidu mbagħad għall-fatt li fil-maggoranza tal-pajjizi tad-dinja il-Kunsill Nazzjonali taz-Zghazagh huwa mghejun finanzjarjament kemm biex jiffunzjona amministrattivament kif ukoll fil-progetti tiegħu.

F'pajjizi demokratici dan il-Kunsill jista' u għandu jzomm l-indipendenza tiegħu. Izda hawn Malta minkejja diversi rappreżentazzjonijiet li saru u qedin isiru l-M.Y.C.C. għad m'għanda l-ebda 'annual financial grant' Nittamaw li dan il-Gvern ma jidmexx ma' jiddeciedi favur din l-grant u minn din is-sena 'l quddiem tkun politika tal-Gvern li jgħin lill-M.Y.C.C. b'annual financial grant halli dan il-Kunsill ikun jista' jgħati aktar għajjuna lill-Movimenti li huma affiljati miegħu. Intom ukoll hassejtu l-htiega li tkunu tiffurmaw parti mill-M.Y.C.C. u pprprju bhal lul tmint ijiem it-talba tagħkom - Zghazagh tal-Partit Nazzjonalista - biex tissiehu bħala Moviment shih fl-M.Y.C.C. għanda tigi mressqa quddiem l-Laqgħa Generali Annwali tal-M.Y.C.C.

9. Hemm settur ieħor li għandu parti kbira x'jilgħab fl-isfond ta' Politika Nazzjonali għaz-Zghazagh. Qed nirreferi għall-Youth Service Organisation tad-Diartiment ta' l-Edukazzjoni Organizzazzjoni li għanda staff imħarreg u li sal-lum qeda hemm biex tagħti servizz 'in kind' liz-zghazagh u lill-Movimenti tagħhom. Jehtieg li l-Y.S.O. jikber aktar fis-servizz li qed tagħti, u biex tagħmel dan hemm bzonn li jkolla vot specifiku ta' flus fl-estimi generali.

Pero jezisti certu biza f'certi Movimenti taz-Zghazagh fuq xi attivitajiet tal-Y.S.O. li huma jhossu li jistgħu iwasslu għal sitwazzjoni li fiha l-Gvern stess jorganizza liz-zghazagh b'kompetizzjoni u għad-detriment taal-Movimenti taz-Zghazagh Voluntarji.

F'pajjiz demokratiku u zghir bhal tagħna ikun ferm tajjeb jekk ahna naraw li zghazagh jigu mgħotija servizz adegwat bil i ngħiu l-inizjattivi privati u voluntarji halli zgur qatt ma' jkollna zghazagh li jigu regimentati jew kwazi regimentati.

Nittama li l-provedimenti ta' gid kbir li qed imexxi l-Y.S.O. bhal ma huma s-Summer Camps ikomplu jikbru.

Kif nipplanaw u nimplimentaw din il-policy

Issa nixtieq ngħaddi għall-konkluzzjoni billi inressqil-kom xi idejat ta' kif, nahseb jiena, għanda tigi mfassla Politika Nazzjonali għaz-Zghazagh u kif tisa' tigi implimentata.

Fil-bidu tad-diskors tiegħi jiena għidt li Politika Nazzjonali għaz-Zghazagh għanda tkun l-espressjoni pubblika ta' l-intenzjonijiet ta' pajjiz għaz-zghazagh tiegħu, intenzjonijiet li għandhom ikunu ibbakjati politikament u finanzjarjament, sabiex minn intenzjonijiet isiru fatti.

Sabiex ikun jista' jsir dan jehtieg li nafna forzi li diga għandna jahdmu għar-rachom, jahdmu aktar flimkien għall-gid taz-zghazagh. Għalhekk jiena nipproponi li l-Gvern iwaqqaf NATIONAL YOUTH BOARD responsabbli lejn il-Prim

..../Ministru

Ministru u li statutorjament ikun awtorizzat li jghati pariri lill-Ministeri kollha. Fuq dan il-Board ghandu jkun hemm rapprezentatni mill-Ministeri kollha, mill-Y.S.O., mill-Youth Employment Service, mill-Educational Guidance Unit, il-Malta Development Corporation, Rapprezentant mill-Universita u mill-M.C.A.S.T. flimkien ma' hames rapprezenatanti mill-M.Y.C.C. biex il-hames trends ta' Movimenti taz-Zghazagh ikun rapprezentati, jigifieri, studenti, haddiema, politici, religjuzi u kulturali. Ghandhom ikun ikun wkoll rapprezentati il-Partiti Politici, it-Trade Unions u l-Knisja.

Dan il-BOARD ghandu jghati pariri fl-ippjanar ta' kull Dipartiment. Ghandu jara wkoll li jkun qiegħed jittiehed in konsiderazzjoni kif ser jintlaqtghu iz-zghazagh u x'shem jistghu jghatu, f'kull mizura li jiehu kull Dipartiment. Dan il-BOARD ghandu jiehu kull pass mehtieg kemm fuq bazi 'short-term' kif ukoll 'long-term'. Per eżempju ghandu jkun kompitu ta' dan il-BOARD li meta tkun qed titfassal il-Five-Year-Development-Plan kull ippjanar jiehu in konsiderazzjoni liz-zghazagh. Fuq kollox ftit ilu ghidna li z-zghazagh jiffurmaw aktar minn 50% tal-populazzjoni ta' Malta.

#### Konkluzzjoni

Dan li qed nissuggerixxi sar f'xi pajjizi u rnexxa hafna, per eżempju fil-Belgju. Hawnhekk BOARD NAZZJONALI bhal dan li fih rapprezentanza kbira tal-Movimenti taz-Zghazagh, jara li l-Movimenti taz-Zghazagh ikunu mghejuna b'kull mod. Għax fil-Belgju il-Movimenti taz-Zghazagh Voluntarji huma meqjusa bħala medium li permezz tiegħu trid tinhadem kull forma ta' Youth Policy kemm ghaz-zghazagh organizzati kif ukoll għal dawk li m'humiex.

Anzi, u hawn nikkwota lil Marcel Hicter, li huwa d-Direttur Ġenerali taz-Zghazagh u l-Min Liberu fil-Belgju li jghid hekk fuq il-Movimenti taz-Zghazagh u l-Politika Nazzjonali ghaz-Zghazagh.

"Belgium has opted for an organised Youth Policy, and among youth, for a Policy of Youth Movements which have been the beneficiaries of a total priority."

"This course of action springs from the primary objective to furnish cultural, labour-union, economic and social leaders for democracy and to assure the renewal of this leadership by beginning with the political parties. A Youth Movement is the practice piano of the nation's future leadership."

"The young person who at 20 or 25 years has enough personality to be chosen among other youth to lead them will thus learn management, organisation, involvement, responsibility and above all pluralism and respect for other tendencies."

"All Youth Policy conducted in this way will be channelled through youth organisations, including action benefitting unorganised youth!"

Biex jikkoordina il-hidmiet tal-Movimenti Nazzjonali taz-Zghazagh, ikun hawn l-M.Y.C.C. u n-NATIONAL YOUTH BOARD kif ipproponejt diga.

Biex jikkoordina il-hidma tal-Movimenti taz-Zghazagh fl-ibliet u l-irhula ghogbitni hafna l-ideja tagħkom ippublikajtuha fil-memorandum li hriġtu, jigifieri li f'kull belt jew raħal ikun hemm full time youth officer li minbarra li jghati barriri lill-Kumitati taz-Zghazagh ikun id-driegħ

.../esekuttiv responsabbli

esekuttiv responsabli lejn in-NATIONAL YOUTH BOARD.

Nittama li dan is-Seminar taghkom iservi biex dawn l-idejat tiegħi flimkien ma' l-idejat ippublikati fir-Rapport li hareġ l-MALTA YOUTH CONSULTATIVE COUNCIL fuq il-~~HTIEGA~~ TA' POLITIKA NAZZJONALI GHAZ-ZGHAZGH u l-idejat sbieħ taghkom kif ippublikati fil-memorandum li hrigtu intom jinfluwenzaw il-Politika tal-Partit Nazzjonalista lejn iz-Zghazagh kif ukoll il-hsieb ta' dawk kollha li b'xi mod ghandhom għal qalbhom il-gid taz-Zghazagh Maltin.

Nirringrazzjakom talli tajtuni l-opportunita' nitkellem f'dan is-Seminar.

Grazzi hafna.

*Vicki Mifsud*



## THE MALTA YOUTH CONSULTATIVE COUNCIL

The aim of the course is to acquaint leaders from youth organisations with the facilities and possibilities available in many fields.

This course was in Practical Youth Work, and has been organised with <sup>in collaboration of</sup> ~~the collaboration of~~ the Malta Youth Consultative Council. About 180 participants took part in the course, which consisted of 10 sessions and a Residential Week-End. More than 30 organisations together with many school teachers from different schools were represented.

WEEK 1 Wednesday 25th October 1967 at Maria Regina Secondary School, Blata l-Bajda. "A Short Introductory Talk" by Mr. S. Gatt, Director of Education followed by "A Briefing Session on the Youth Service" by Mr. Paul J. Galea, Youth Service Organiser.

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### WEEK II, III, IV - VISITS TO CLUBS ON:

Thursday 2nd and Wednesdays 8th and 22nd November, 1967.

Many organisations were visited by members of the different groups.

WEEK V Wednesday 29th November, 1967 at the Boys Scouts Headquarters, Floriana. "Campcraft and Out-of-Door Activities" by Mr. A. Azzopardi M.B.E. Secretary, Boy Scouts Association.

WEEK VI Wednesday 6th December, 1967 at Maria Regina Secondary School, Blata-l-Bajda. "Sports - Outdoor - Indoor by Mr. M. Paris, Secretary, National Sports Board.

WEEK VII Wednesday 13th December, 1967 at Maria Assumpta Secondary Technical School, Hamrun. "Handicrafts in the School" by Miss M.S. Formosa, Handicrafts Mistress, Education Department.

WEEK VIII Wednesday 20th December, 1967 at Maria Regina Secondary School, Blata-l-Bajda. "The Duke of Edinburgh Award Scheme", First Aid, Home Nursing and Ancillary Subjects" by Lt. Col. J.V. Abela O.B.E. Chairman Duke of Edinburgh Award Scheme, Commissioner St. John Ambulance.

WEEK IX Wednesday 27th December, 1967 at Maria Regina Secondary School, Blata-l-Bajda. "Drama in the Club" by Dr. R.V. Abdilla B.A. LL.D., Assistant Headmaster, St. Joseph Secondary Technical School, Paola.

### WEEK X RESIDENTIAL WEEK-END

Two Residential Week-End Courses were held at Marsaxlokk Residential Centre.

The aim of the week-ends was to discuss subjects of common interest to youth leaders, i.e. the Youth Service, Programme Planning and Visits to Youth Clubs.

VISITS TO CLUBS FOR OBSERVATION.

GROUP I. Leader: Mr. Victor Mifsud Dip Pol Econ.(Oxon).

Thursday, 2nd November: ST. JOHN'S AMBULANCE CADETS. PAOLA/  
TARXIEU CORPS. Bl B. Flat 2,  
Government Buildings -PAOLA.

Wednesday, 8th November: Malta Catholic Action (MALES)  
CIRKOLU "MILITES CHRISTI REGIS",  
167, High Street., Hamrun.

Wednesday 22nd November AUGUSTINIAN ORATORY FOR YOUTH,  
St Aloysius Street., Tarxien.

\*\*\*\*\*

GROUP II. Leader. Mr. Joseph Moore

Thursday, 2nd November: YOUNG CHRISTIAN WORKERS. -FLORIANA  
SECTION - Piazza F. Sciberras \* FLORIANA.

Wednesday, 8th November: GIRL GUIDES ASSOCIATION - SLIEMA GROUP.  
(Primary School- Sliema).

Wednesday, 22nd November: JUVENTUTIS ANTONIANA - St. John Baptist  
Street, Sliema.

\*\*\*\*\*

GROUP III: Leader. Mr. Paul J. Galea

Thursday, 2nd November: BOY SCOUTS ASSOCIATION -HAMRUN GROUP.  
(Former Technical School -Hamrun.)

Wednesday 8th November: MSIDA YOUTH CENTRE. 15, D'Argens Road,  
Msida.

Wednesday 22nd November: MALTA CATHOLIC ACTION (MALES)  
PAOLA YOUTH CENTRE,  
Paola Sq., PAOLA.

\*\*\*\*\*

GROUP IV. LEADER: Miss Anna Costigan.

Thursday, 2nd November: FLORIANA SCHOOL OLD BOYS ASSOCIATION,  
St Anne Street., Floriana.

Wednesday, 8th November: MALTA CATHOLIC ACTION (FEMALES)  
Cirkolu "M. SINCLAIR", 607/608, High Rd.,  
Hamrun.

Wednesday 22nd November: MSIDA YOUTH CENTRE. 15, D'Argens Rd., Msida.

\*\*\*\*\*

GROUP V. Leader: Mr. C. Galea.

Thursday, 2nd November: AUGUSTINIAN ORATORY FOR YOUTH.  
St Aloysius Street., Tarxien.

Wednesday, 8th November: SALESIAN ORATORY AND BRIGADE:  
Alexandra Street., SLIEMA.

Wednesday, 22nd November: NATIONAL YOUTH MOVEMENT: 166, Ta'XBIEUX Rd.,  
TA'XBIEUX.

\*\*\*\*\*

GROUP VI. Leader: Mr. Joe Coliandro Tonna.

Thursday, 2nd November: Juventus Antoniana -St John Baptist Street.,  
Sliema.

MSIDA YOUTH CENTRE, Parish Church MSTRABH.

## Appendix Chapter 5 Scans

### MALTA CATHOLIC SOCIAL GUILD

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MALTA CATHOLIC SOCIAL GUILD

AIMS

- (A) To train its members for the social apostolate;
- (B) To form its members intellectually and spiritually so that they may be able to spread this teaching and work for its application in Malta;
- (C) To create and increase interest in social problems and work for co-operation in social reforms based on Catholic principles

To achieve these aims, the Malta Catholic Social Guild uses the following means:

- (i) promotes and encourages systematic studies and serious discussions on social subjects;
- (ii) produces and spreads literature on social subjects;
- (iii) provides information;
- (iv) encourages Catholics trained in social studies to take an active part in public life;
- ( ) co-operates with other organisations in any work with which is of common interest.

-----O-----  
CATHOLIC SOCIAL GUILD

MALTA

FOUNDER

Father C Schembri S.J.

Founder Members

Mr Anthony Aquilina	Mr Thomas Bason
Mr Joseph Brockdorff	Mr Guido Callus
Miss Lina Mahoney	Mr Naudi Charles
Miss Stella Sant	Mr Martin Vella Haber
Mr Walter Zahra	





## R U L E S

### MEMBERSHIP

- 1, Membership is open to all Catholics provided they are accepted by the unanimous decision of the Selection Committee, as hereunder provided in rules no 4 and 5.
- 2, Membership fee shall be Three Shillings per annum payable on first joining and thereafter every October.
- 3, Members shall be expected to subscribe to the CHRISTIAN DEMOCRAT and to IL-HADDIEM.
- 4, The Selection Committee shall be formed of the Spiritual Director, the President and the Secretary.
- 5, The Selection Committee's decisions in the acceptance or otherwise of members shall be final, and no reason shall be given for any refusals.

### EXECUTIVE COMMITTEE

- 6, The Executive Committee shall be formed of the Spiritual Director, the president, the secretary the Treasurer, and two members, one of whom shall represent the female section.
- 7, The members of the Executive, with the exception of the Spiritual Director, shall be elected by and from amongst the members attending or entitled to attend the Annual General Meeting (A.G.M.) at a General Meeting to be held in October each year.
- 8, The Spiritual Director shall be Appointed by His Grace the Archbishop.

- 9, The President shall be appointed by His Grace the Archbishop from amongst the members elected to the Executive by the General Meeting.
- 10, The Secretary and the Treasurer shall be appointed be the Executive Committee from amongst the members elected.

#### ANNUAL GENERAL MEETING

- 11, The Annual General Meeting is formed of the retiring Executive Committee and the three officials of each Group. (President, Secretary and Treasurer)

#### GROUPS

- 12, Groups may be formed in every town and village at the discretion of the Executive Committee, and no Group shall be dissolved without the prior approval of the E.C.
- 13, Only Groups with five or more fully paid members shall send delegates as provided in No 11 to the A.G.M.
- 14, Female members shall be organised in separate Groups.
- 15, Groups shall have their Spiritual Director appointed be the Guild National Spiritual Director.
- 16, Groups shall hold a meeting at least twice a month. The group Secretary of shall inform the Guild Secretary of the dates, time and place where meetings are held.
- 17, Groups shall be regularly inspected by members of the Executive Committee.
- 18, Groups should not be allowed to become too big. The E.C. shall split any group which has a membership of more than 20.

#### DUTIES OF OFFICIALS

- 19, THE PRESIDENT shall preside at all meetings. He shall watch that all the members of the Guild are doing their duties and living according to the spirit of the Guild. He shall give rulings on all matters affecting the procedural running of the Guild. He shall promote activities within the Guild.
- 20 SPIRITUAL DIRECTOR: shall look after the spiritual welfare of the guild. He shall give rulings on all matters pertaining to faith and morals.
- 21, THE SECRETARY: shall keep the minutes of all meetings. Shall receive all the correspondence read same to the E.C., he shall reply to correspondence as instructed by the E.C., the President and/or the Spiritual Director as the case may be. He shall prepare an Annual Report and submit it to the E.C. and to the A.G.M.
- 22, THE TREASURER: shall keep all the funds of the Guild, all necessary account books. He shall receive money on behalf of the Guild, and shall pay any bills as directed by the E.C.. He shall study ways and means to obtain funds for the running of the Guild.
- 23, GROUP OFFICIALS; shall have the same duties as the National Officials but restricted in scope to the activities of their Group.

#### COMMITTEES

- 24, The E.C. may appoint sub-committees and boards when and as necessary. The E.C. may also appoint minor officials to carry out special duties on behalf of the guild (i.e. librarian, editor etc) who may be co-opted to the E.C.
- 25, GROUP COMMITTEES shall be formed of the Spiritual Director, the President, the Secretary and the Treasurer.
- 26, QUORUM at all meeting shall be 50% plus 1 of the members entitled to attend.
- 27, ATTENDANCE. Members absenting themselves without justifications from three consecutive meetings which they are supposed to attend, will be requested to resign from the post held.

#### ACTIVITIES

- 28, At its first meeting after the A.G.M. the E.C. shall prepare a detailed programme of activities for the coming year.
- 29 Members of the E.C. are expected to carry out special duties assigned to them by the E.C. and to report to the E.C. on these activities as requested. Such activities to be such as Broadcasting, Editorship, Sale of publications Educational arrangements, Collection of information ect.

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MALTA CATHOLIC SOCIAL GUILD

S T A T U T

1. ISEM : MALTA CATHOLIC SOCIAL GUILD ( M.C.S.G.)
2. SKOP : a) li tharreg il-membri taghha ghal apostolat socjali;  
b) li tiffirma intelletwalment u spiritwalment membri li jkunudisposti li jerrdu dan it-tagħlim u jahdmu għal applikazzjoni tiegħu fil-pajjiz;  
c) li tohloq u tkabbar interess fil-kwistjonijiet socjali u taħdem biex ikun hemm koperazzjoni shiha fuq principji kattolici.
3. MEZZI : Il-Malta Catholic Social Guild tilhaq dan l-iskop billi:  
a) tagħmel u tinkoragixxi studji sistematiċi u diskussjonijiet serji fuq suggetti socjali;  
b) tipproduci u xxerred letteratura fuq suggetti socjali;  
c) tipprovdi informazzjoni;  
d) tinkoragixxi Kattolici imharrgin fit-tagħlim socjali biex jiehdu sehem fil-hajja pubblika; u  
e) tikkopera ma għaqdiet ohra f'kull hidma ta' interess komuni.
4. AFFILJAZZJONI : Il-Malta Catholic Social Guild tista' taffilja jew tissieheb ma organizzazzjonijiet ohra nazzjonali jew internazzjonali.

Il-Malta Catholic Social Guild izzom ruhha 'l barra minn kull attivita politika. Kull min ikollu kariga f'xi partit politiku ma jkunx jista' ikollu wkoll kariga fil-M.C.S.G.

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R E G U L A M E N T I

I - SHUBIJA

1. Is-shubija hi miftuha għal kull Kattoliku li jinteressa ruhu fit-tagħlim socjali tal-Knisja, jaccetta il-provdimenti ta' l-Istatut u Regolamenti tal-M.C.S.G. u li l-applikazzjoni tiegħu tigi milqugħa mill-Ezekuttiv. Kull membru jigi mogħti tessera wara perijodu ta' prova ta' sitt xhur.
2. Kull membru irid iħallas regularment il-klas tas-shubija li minn żmien għal żmien jista' jipprova l-Ezekuttiv. bl-approvazzjoni tal-Konferenza Generali. L-Ezekuttiv jista' jnaqqas il-klas tas-shubija f'kważi ta' studenti.
3. L-Ezekuttiv jista' jilga' jew jipprova l-applikazzjoni ta' kull persuna mingħajr ma tigi mogħtiya raguni.

4. L-Ezekuttiv jista' jirtira s-shubija ta' kull membru b'decizzjoni mehuda b'magguranza komuni.

## II - IMEXXIXJA

5. Il-M.C.S.G. hi imexxija minn Ezekuttiv fuq id-direttivi tal-Konferenza Generali.
6. Il-membri jistghu jitqassmu fi gruppi li n-natura u d-daqs taghhom jigi deciz mill-Ezekuttiv.
7. L-Ezekuttiv jista' jwaqqaf l-attivitajiet ta' kull Grupp jekk dawn imorru kontra l-ispiritu tal-Guild jew kontra xi provdiment ta' l-Istatut. Il-membri tal-Grupp ikollhom dritt li jappellaw id-decizzjoni quddiem Konferenza Generali.
8. Kull Grupp jista' jiformola regolamenti li jorbtu biss il-membri ta' dak il-Grupp sakemm dawn ma jkunux kontra l-provdimenti ta' l-Istatut. Dawn ir-regolamenti jridu jigu approvati mill-Ezekuttiv qabel jibdw isehhu.

## III - EZEKUTTIV

9. L-Ezekuttiv tal-M.C.S.G. ikun iffurmat minn President, Vici President, Segretarju, Assistent Segretarju, Tezorer u l-President ta' kull Grupp.
10. L-Ezekuttiv jigi elett ghal sens mil-Konferenza Generali Annwali. Il-votazzjoni ssir ghall-President, Segretarju u tlett membri ta' l-Ezekuttiv. Il-karigi ta' Vici- (jinhom) President, Asst. Segretarju u Tezorer b'votazzjoni minn u bejn il-membri eletti ta' l-Ezekuttiv fl-ewwel laqha.
11. Jistghu jigu nominati ghall-Ezekuttiv dawk il-membri kollha li jkunu tesserati.
12. In-nominazzjoni ssir billi l-membri tesserati jinnomaw bil-miktub fuq formula mhruga ghal dan l-iskop, membri li jistghu jikkontestaw l-elezzjoni. Dawn in-nominazzjonijiet jehtieg li jkunu sekondati u jkollhom il-firma tal-membri nominati li jaccetta n-nomina. In-nominazzjonijiet iridu jassu ghand is-Segretarju mhux aktar tard minn hmistax-il jum qabel il-Konferenza Generali Annwali.
13. Id-Direttur Spiritwali u/jew l-Assistenti maghzula minnu huma membri tal-Ezekuttiv 'ex officio'. Dawn ma ghandhomx jiehdu sehem fil-votazzjoni.
14. L-Ezekuttiv jehtieg li jiltaqa' mhux anqas minn darba kull xahar.

## IV - KONFERENZA GENERALI

15. Il-Konferenza Generali Annwali tinzamm fix-xahar ta' Jenner. Barra l-Konferenza Generali Annwali jistghu jissejhu Konferenzi Generali Straordinarji ohra. Il-membri jistghu jitolbu Konferenza Generali Straordinarja jekk it-talba tkun iffirmata minn mhux anqas minn zewg-terzi tal-membri tesserati.
16. Il-Konferenza Generali Annwali titmexxa fuq din l-Agenda:  
(1) Diskors tal-President (2) Tesserament tal-membri  
(3) Minuti tal-K.G. ta' qabel (4) Rapport Amministrattiv  
(5) Rapport Finanzjarju (6) Mozzjonijiet  
(7) Elezzjoni ta' Ezekuttiv gdid.

17. Il-Konferenza Generali Annwali titmexxa mill-President. Qabel l-elezzjoni jintgħazel 'Chairman' biex imexxi l-elezzjoni.
18. Konferenza Generali Straordinarja trid tissejjaħ mill-President, wara konsultazzjoni ma l-Ezekuttiv, mhux anqas minn għaxart ijiem qabel id-data tal-laqgħa.
19. Il-mozzjonijiet biex jitressqu quddiem il-Konferenza Generali, Kemm Annwali kif ukoll Straordinarja, jehtieg jasl u bil-miktub lis-Segretarju ta' l-Ezekuttiv mhux anqas minn hmistax-il jum qabel il-laqgħa.
20. Fil-Konferenza Generali jistghu jieħdu sehem u jivvutaw il-membri tesserati.
21. Il-kworum tal-Konferenza Generali hu ta' nofs il-membri tesserati u wieħed. F'kaz ta' nuqqas ta' kworum il-Konferenza Generali tigi posposta għal tmin tijem u tinzamm bil-membri prezenti.

#### V- DIREZZJONI SPIRITWALI

22. Id-direzzjoni spiritwali tal-M.C.S.G. hi f'idejn id-Direttur Spiritwali Generali, mghejjun minn Diretturi Spiritwali minnu magħzula u/jew approvati.
23. Id-Direttur Spiritwali Generali għandu dritt li jattendi għal laqgħat kollha tal-M.C.S.G. Id-Diretturi Spiritwali tal-Gruppi għandu dritt li jattendi għal laqgħat kollha organizzati mill-Grupp tagħhom.
24. Kull fejn jkun hemm implikazzjoni spiritwali, id-Direttur Spiritwali jigi mitlub jati l-opinjoni tiegħu.
25. Id-Direttur Spiritwali Generali irid ikun approvat mill-Awtorità Ekklesjastika u hu r-rappreżentant tal-M.C.S.G. ma l-istess Awtorità Ekklesjastika.

#### VI - UFFICJALI

26. IL-PRESIDENT jirresiedi l-laqgħat kollha. Hu jara li l-membri kollha josservaw il-provdimenti ta' l-Istatut tal-Guild. Hu jagħti 'rulings' fuq kwistjonijiet ta' procedura. Hu jara l-korrispondenza u d-dokumenti kollha tal-Guild u bil-għajjnha tas-Segretarju jiffissa l-agenda tal-laqgħat. Hu jippromovi l-attivitàjiet tal-Guild.
27. IS-SEGRETARJU jzomm il-minuti tal-laqgħat. Hu jircievi l-korrispondenza u jressaqha quddiem l-Ezekuttiv u jwieġeb għal korrispondenza skond kif ikun dirett mill-Ezekuttiv jew mill-President. Flimkien mal-President hu jipprepara l-Agenda tal-laqgħat. Hu jipprepara r-Rapport Amministrattiv u jissottomettih lill-Ezekuttiv qabel ma jipprezentah fil-Konferenza Generali Annwali.
28. IT-TEZORIER izomm u jkun responsabbli għall-fondi kollha tal-Guild u jzomm il-kotba meħtieġa. Hu jigbor il-mizata tas-sħubija. Hu jircievi flus f'isem il-Guild u jhallas kontijiet skond kif ikun dirett mill-Ezekuttiv. Hu jipprepara rendikont finanzjarju kull meta jigi mitlub mill-Ezekuttiv u jipprepara Rapport Finanzjarju u jissottomettih lill-Ezekuttiv qabel jipprezentah fil-Konferenza Generali Annwali.

29. IL-VICI PRESIDENT jaqdi d-dmirijiet kollha ta' President meta l-President, ghal xi raguni serja, ma jkunx jista' jaqdi d-dmirijiet tieghu.
30. L-ASST. SEGRETARJU jghin lis-Segretarju fix-xoghol tieghu u jaqdi d-dmirijiet ta' Segretarju meta dan, ghal xi raguni serja, ma jkunx jista' jaqdi d-dmirijiet tieghu.
31. L-Ezekuttiv jista', jekk u meta jhoss il-htiega, jalloka dmirijiet ohra bhal ma hu dak ta' Public Relations Officer, u jinkariga lil xi membru mill-Ezekuttiv biex jaqdi dawn id-dmirijiet.
32. L-Ezekuttiv jista' jiddeciedi li jhallas onorarja lil xh wiehed mill-Ufficjali tal-Ezekuttiv u jiffissa l-kondizzjonijiet biex tithallas din l-onorarja.

#### VII - GRUPPI

33. L-Ezekuttiv jista' jwaqqaf gruppi li jkunu jiffurmaw parti mill-M.C.S.G. skond il-htiega. In-natura ta' dawn il-gruppi tigi deciza mill-Ezekuttiv.
34. Kull Grupp irid ikollu mhux anqas minn ghaxar membri tesserati u attivi. Jekk Grupp isib ruhu b'angas minn ghaxar membri l-President tieghu ghandu javza bil-miktub lill-Ezekuttiv fi zmien xahar.
35. Il-gruppi jiltaqghu mhux anqas minn darbtejn f'xahar f' gurnata fissa.
36. Kull Grupp ikollu President, Vici-President u Segretarju/ Tezorier eletti minn fost il-membri u mill-membri tal-Grupp. L-Elezzjonijiet bl-istess metodu bhal dawk ghal Ezekuttiv. Il-Kumitat elett irid jitressaq ghall-approvazzjoni ta' l-Ezekuttiv.
37. Il-President ta' kull Grupp ikollu d-dritt li jattendi il-laqghat ta' l-Ezekuttiv.
38. Kull Grupp ikollu Direttur Spiritwali approvat mid-Direttur Spiritwali Generali.
39. Il-programm tal-laqghat u ta' l-attivitajiet tal-Gruppi jridu jigu approvati mill-Ezekuttiv.
40. Il-President u s-Segretarju tal-Ezekuttiv ghandhom id-dritt li jattendu l-laqghat u kull attivita ohra ta' kull grupp.

#### VIII - INTERPRETAZZJONI U TIBDIL

41. Dawk il-punti kollha li ma humiex ikkontemplati fl-Istatut jaqghu taht il-kompetenza ta' l-Ezekuttiv.
42. L-interpretazzjoni finali ta' l-Istatut u r-regulamenti hi f'idejn l-Ezekuttiv.
43. L-ebda provizzjoni ta' dan l-Istatut ma tista' timbidel jekk mhux minn Konferenza Generali b'magguranza ta' zewg terzi tal-voti.

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late 1960s

SOCIO-ECONOMIC PROGRAMME on Rediffusion  
conducted by Charles Naudi + Victor Mifsud  
on behalf of the Malta Catholic  
Social Guild

TITLE: "Mill-kajja Medwerna"

AIM: To discuss, and thus bring to the public notice,  
socio-economic problems, both local and international,  
in the light of Catholic social teaching.

DURATION: 20 mins.

FORMAT:

1. Sig. Tune & Opening - 1 min.
2. Commentary on topical Subject  
Commentator: Victor Mifsud - 2 mins.
3. Question Box - Fr. Chigo S.J. - 5 mins.
4. Discussion on Socio-Economic subject  
(see list hereunder)  
Moderator: Charles Naudi - 10 mins.
5. Exposition of Catholic social teaching  
on subject discussed - 2 mins.
6. Closing - 1 min.

PRODUCER: Charles Naudi

PARTICIPANTS: 6 or 7

LIST OF SUBJECTS

Saving & Investment	Development Corporation
Private Property	Drydocks
Social Services	Export Trade
Strikes	Local Industry
Tourism	Retraining & Placement
Vocational Guidance	Income Tax
Company Tax	Unemployment
Industrial Relations	Pensioners
Orphanages	Church Money & Legacies
Emigration	University
Construction Industry	Free Port
Peace	Private Schools
Duties of Christian in Public Life	Common Good
Distribution of Wealth	Social Justice & Charity
Work of the Laity	Standard of Living
Population	Public Authority
Socialisation & Nationalisation	Underdeveloped Countries
Hunger	Juvenile Delinquency



## MEMORANDUM ON THE ECONOMIC SITUATION

THE MALTA CATHOLIC SOCIAL GUILD, after a careful study of the latest developments in the economic field and especially of that regarding employment, feels that it must make the following observations as an organisation whose principal aim is to study local problems in the light of the social teachings of the Church.

In this period, while the Joint Mission under the leadership of Lord Robens is making its deliberations, the Maltese people must bear in mind that in spite of present signs of prosperity there is still unemployment, there are still workers not getting a just wage, there are still families which because of their size are suffering deprivations and in the years to come the country will be confronted with problems as a result of the run-down facing us in a few months' time.

Therefore the MALTA CATHOLIC SOCIAL GUILD feels that it must enumerate the duties of the various sections of the population so that in the future Malta will be successful in building a just economic system.

### GOVERNMENT

1. Government must feel a sense of urgency to set up those institutions on which depends the economic development of the country, such as the Central Bank and the Development Corporation. This sense of urgency must also be evident at Ministerial and Departmental levels for the speeding up of decisions and the working of projects which provide further employment; especially projects of major importance like that of the Free Port.
2. The Government must set up immediately the National Economic Development Council, in which Government together with representatives of industry, commerce, and labour plan at national level to find the best means for the increase of the nation's wealth and its just distribution among all the sectors of the population.
3. Government must adopt an incomes and wages policy for all workers. Every increase in wages, which must always reflect an increase in the nation's productivity, must be received by all workers and not only by those in Government employment. This incomes and wages policy must see that each family, whatever its size, receives a salary and/or income which is enough for parents to bring up and educate soundly their children.
4. Government must extend to all his employees the right to put forward every failure of agreement about wages and condition of labour before an Arbitration Tribunal so that the possibility of industrial action which may be harmful to the economic development of the nation will be lessened considerably.
5. Every Government department, especially those concerned with the finalising of important decisions, should be re-organised on the basis of a greater sense of responsibility, efficiency, and discipline. Government must see that these departments are headed by experts in the working of the department concerned and that all employees occupy those positions where they can best contribute with their efficiency

### PROFIT SHARING

The Malta Catholic Social Guild believes that social justice is not satisfied by merely giving the worker a just wage. Indeed the worker has a right to a share in the profits according to the contribution he has made.

Pius XI in "Quadragesimo Anno" states:

"Every effort must be made that at least in future a just share only of the fruits of production be permitted to accumulate in the hands of the wealthy, and that an ample sufficiency be supplied to the workers."

John XXIII in "Mater et Magistra" refers to this pronouncement by Pius XI and comments:

"Experience suggests many ways in which the demands of justice can be satisfied. Not to mention other ways, it is especially desirable today that workers gradually come to share in the ownership of their company by suitable ways and means. It is even more true today than in the time of Our Predecessor."

This is more than a reaffirmation by the Church that labour has a right to a just reward for its share in the increase of profits resulting directly from its contribution. It is a statement on the ideal form this sharing should take.

Professor Michael P. Fogarty, Director of the Economic and Social Research Institute, commenting on the encyclical, said:

"The Pope takes up the question of who is to own the capital which many firms accumulate by ploughing back their profits. He obviously has in mind the question: whose efforts earned those profits in the first place? Insofar as they are due to workers' efforts, the Pope insists that the workers have a right to a share in the profits - unless they've already been paid for the extra effort in some way such as an incentive bonus. He's careful to point out that this extra share can take many forms. But he does mention favourably, as one possibility, the idea of workers acquiring shares in their firms."

Partnership in ownership underlines the Church's present day teachings on the social question. And this for good reason. Participation in ownership gives workers the chance to become part of the enterprise in which they work and thus ally their interests with those of management. As a result there is less room for the industrial strife which stems inevitably, it seems, from the existing industrial set-up which places capital and labour in opposing camps.

In its first release "Workers' Participation in Industry", the Malta Catholic Social Guild observed that profit sharing schemes are run in a number of countries. In some, e.g. France and West Germany, legal provisions govern the running of the scheme. Profit sharing schemes have also been tried with success in countries where as yet no ad hoc legislation exist. Imperial Chemical Industries of Great Britain operate a profit sharing scheme for all of its employees with at least twelve months' service with the Company.

The Malta Catholic Social Guild feels that the Church's teachings on profit sharing apply also to Malta. The Guild appeals to our industrialists to see to what extent they can bring this progressive thinking to bear on management/labour relations.

#### PROFIT SHARING IN FRANCE

In a previous release, the Malta Catholic Social Guild expressed its conviction that a number of local industrial concerns should be able to promote profit sharing schemes for their workers and appealed to Government to play its part in this. Thus we feel that it is appropriate to point out what has been done officially by the French Government to make such schemes compulsory.

In August 1967, an Ordinance on worker participation in the fruits of company expansion was published in the Official Journal of the French Republic to come into effect on 1st January 1968.

In the introduction to the Ordinance, it is pointed out that although Social Security and Family Allowances lead to a higher standard of living and greater security, they are not enough because workers should have a greater share and a direct interest in the expansion of the enterprise in which they work. In 1965, the French Parliament had already expressed the wish that it was indispensable that the association of workers in expansion and in the distribution of the fruits thereof should become compulsory. This association furthers the march and progress of economy and increases the investment capacities of firms.

A Profit Sharing scheme, whilst not detracting from the authority of management, encourages the establishment of better relations between workers and employers. The French Government emphasises that this Ordinance empowers it to see that there is participation of workers in the fruits of company expansion while promoting the formation of new savings and the development of investments.

This Ordinance is binding on firms which employ one hundred or more workers; but firms employing less may also voluntarily abide by it.

Under this Ordinance, a special workers participation reserve is set up. The sums allocated to it are calculated on the profits made and after tax deduction. A further sum of 5% as remuneration for the firm's own capital is also deducted. Then this reserve amounts to half the figure obtained by applying the relation between wages and salaries and the firm's added value to the result of the operation effected above.

Distribution is calculated according to the wages received and only workers having three months' service are eligible. Instead of money, workers can get company shares, it can be devoted to investment in the same company or in bodies outside the firm. The sums allotted to workers can be ploughed back in the firm. Thus a company savings plan is formed and financed by the firm's payments and the sums ploughed back by the workers.

Share in profit is accrued and paid off after a period of five years, but the Council of State can give permission for it to be paid before the expiry of this period. The sums paid in the reserve are tax-free as are also the shares due to workers.

The nature and method of administration of the reserve is agreed to through collective agreements, agreements between the head of firms and the trade union representative provided he is on the staff of the firm, or through the joint production committee. These also settle any disputes which may arise. Failing agreement, the judicial courts will settle them.

The Malta Catholic Social Guild in summing up this Ordinance cannot do better than quote the concluding paragraph of the Report of Presentation of the Ordinance:

"The workers' interest presupposes the maintenance of a prosperous economy; the interest of our economy is bound up with a broad distribution of the fruits of expansion; and lastly the interest of our society makes it indispensable that employers and workers, who further together the development of firms, should share the rewards of their joint efforts."

MAITA CATHOLIC SOCIAL GUILD

ON THE ANNIVERSARY OF THE DEATH OF  
FATHER CHARLES DOMINIC PLATER S.J.

1921 - 1969

S E M I N A R

"WORKERS' PARTICIPATION IN INDUSTRY"

SUNDAY 19th JANUARY 1969

MOUNT ST. JOSEPH HOUSE,

TARGA GAP, MOSTA.

A N A P P E A L

Dear Colleague,

A word about the Seminar.

Following our work on participation, the Guild is now in a position to discuss this subject fruitfully. The Seminar will afford us a further opportunity to do this, and what is more important, perhaps also in the context of a new point of view.

Secondly, we are hoping to finalise our work on "participation" in about three months time, and it is felt necessary to decide at this stage on our next programme of work.

Your attendance at the Seminar is welcome.

S. Spiteri  
PRESIDENT

P R O G R A M M E

- 8.45 a.m. Pick-up of participants.  
9.00 a.m. Mass and Holy Communion.  
9.45 a.m. Breakfast.  
10.15 a.m. Commemoration of Father Charles D. Plater S.J. by Fr. C. Schembri, S.Th.D., Ph.D., Spiritual Director of the Malta Catholic Social Guild.  
10.30 a.m. "THE FUTURE PROGRAMME OF THE GUILD"  
Opening of discussion by Mr. S. Spiteri, President of the Malta Catholic Social Guild.  
11.00 a.m. "WORKERS' PARTICIPATION IN INDUSTRY"  
Lecturer : Rev. Fr Peter Sarracino Ingls M.A. (Oxon.), National Chaplain of the Young Christian Workers.  
12.45 p.m. Lunch.  
2.30 p.m. "THE FUTURE PROGRAMME OF THE GUILD"  
Resumption of morning's discussion.  
4.30 p.m. Tea.  
END OF SEMINAR.

Rapporteurs

Miss S. Sant  
Mr. F. Camilleri

Introduction

1. Ever since the industrial revolution there have been isolated efforts to introduce "participation" into business. A great surge of interest in co-operation between men and management took place during the world wars, through patriotism. The present days shows evidence of a great rise of interest everywhere, accompanied by an equally great resistance to at least certain forms of participation. The interest is generally confused, there being no universal agreement on the comprehension of the term "participation".
2. The different concepts evoked by the term "participation" can be seen as complimentary or opposed by examining their aims, the methods of activation they specifically point to, and the field of application.
3. The Catholic Church is recognised as the leading institution proposing industrial participation as an ethical aim to develop not only things but also persons in a renewed christian civilisation. Many political and social activists also promote participation under the name of ~~"industrial deomocracy"~~ "industrial democracy". Others, especially businessmen who practise participation use concepts whose aim is to show the economic advantage.

Methods of implimentation of principles of participation are wither those of collective bargaining, or through the provision of machinery for information flow and consultation, or through representation on boards of management where decisions are taken. "Participation" by all these methods can be found, but the type tends to depend on the political, economic, social and cultural conditions of each country. For example in America collective bargaining covers a wide range of decisions of management but there is no permanent representation. In West Germany, on the other hand, there are representation on the boards of some industries.

The field in which participation takes place is also threefold. On the lowest level, and this is the best way in which participation is introduced, dialogue on technical problems such as production, organisation and working procedures, is most common. Basically this is getting persons to think about the way in which the work is being done. Higher fields of participation relate to the employment of people and hence to the men who are working. Finally the highest level relates to the decisions of the economic and financial policy of the undertaking, such as forecasts of the future, programmes, investments, sales.

The degree of participation can vary with the kind of decisions. Thus within one and the same undertaking there maybe a system of joint decision on working conditions by virtue of collective bargaining; matters concerning the organisation of work maybe subject to consultation of the workers; and when the economic policy of the undertaking is at stake, participation may mean no more than that the workers have been kept informed. In practice, however, these are not completely water-tight and they tend to merge one into the other. For example, it has been observed that discussions concerned with ways and means of giving workers bigger stake in the undertaking had tended to expand very quickly to cover the whole field of management within the undertaking concerned. This happened often even if the initial discussion is that of finding a specific method of creating productivity supplements.

P. T. O.



The validity of reasons for participation is often challenged. Most objections to participation are not against the principal, as against certain of the methods suggested for achieving participation, especially where the reasons are almost exclusively politico-social. It is submitted, especially in France, that if the undertaking is conceived as a Republic, then the result will be state socialism. On the other hand, the union leaders are often just as vigorous in their opposition if the purpose of participation is to promote integration of workers with the undertaking. Some challenge the economic reasons advanced in favour of participation, others the desirability of their participation in technical matters.

However most of the arguments are directed against the means of its implementation. The most frequently recurring theme is the need for unity of direction and the necessity to maintain the cohesion of the enterprise and its freedom to manoeuvre in economic terms. Any participation which is not subordinated to the function of economic creativity, and the service of all men, is seen as disruptive and against creative progress. Specifically co-determination is seen to bring forward this danger in Germany.

On the other side a famous trade unionist in England, Mr. L.J. Cannon of the E.T.U. has denied that it is the duty of trade unionists to participate. The Labour Party in England has also been considering that workers' representatives on boards in the private sector is not a suitable startingpoint for the extension of industrial democracy.

5. The concept of participation is therefore seen to be as complicated as it is important. The meaning and the attitudes is largely conditioned by the question in the background, namely the private ownership of property and the choice between the universal distribution of ownership or its universal centralisation in the hands of the state.

In France a new approach has come recently from the French Government which has made participation the subject of a political decision to modify existing economic systems. It is interesting to observe that the proponents of idyllic divergent ideological creeds (for example, in the interpretation of the basis of human dignity) may well reach a measure of agreement at the level of practical realisations, when they are anxious to give the workers a bigger share in decision making. Similarly the application of the principle splits many who come from the same school of thought with deeply rooted habits and rigidity of outlook.

In the final analysis, the concept of participation cannot be reduced to that of a certain formula but rather it is that of a dynamic process. It is an exceedingly delicate matter since the economic mainspring of society itself is likely to be effected. There seems to be increasing comprehension both of the necessity to introduce participation and the necessity to preserve strong management. Room must be allowed for initiative, but it must be kept in within certain limits.

#### Conclusion

In concluding this introduction I would say that since it is not only the Church which is promoting participation, we can expect in Malta the same confusion and arguments to develop about "participation" as this report tells us exists everywhere else.

Finally I want to say that I think that the universal Church in general, and Malta in particular have the combined potential of demonstrating internationally in concrete circumstances, God willing, the simplicity of improving the civilizing atmosphere of industrial society through participation as a principle of dynamic christian progress on which hangs the hope of the future world.



## WORKERS' PARTICIPATION IN INDUSTRY

The Drydocks crisis and the problems which have arisen from the diversification of our economy have highlighted the inadequacies inherent in an industrial system based on traditional liberal concepts. Notionally management and workers are considered as two distinct entities striving in opposite directions. Thus industrial relations have tended to become more an exercise to resolve disputes than one to forestall them. It is necessary that some suitable formula be found that would make management and workers feel that they are part and parcel of a community, in this case, the enterprise. We envisage here the participation of workers in industry.

It seems, that we are not conscious of the urgency of this need. We must try to remedy the present state of affairs in time and not let events take their course and then resort to a solution dictated by force of events. The recent change of ownership in the Drydocks has given us the chance to put this important industry on a solid and permanent footing, one which gives workers security and an interest in the future of the enterprise. Likewise, Government should make it a condition when granting financial aid and tax exemptions to our new and expanding industries, that workers participate in the enterprise.

This is not a figment of our imagination. Pope John XXIII in his 1961 encyclical "Mater et Magistra" states:

"We, no less than Our Predecessors, are convinced that employees are justified in wishing to participate in the activity of the industrial concern for which they work. It is not, of course, possible to lay down hard and fast rules regarding the manner of such participation, for this must depend upon prevailing conditions, which vary from firm to firm and are frequently subject to rapid and substantial alteration. But We are in no two minds as to the need of giving workers an active share in the business of the company for which they work - be it a private or a public one. Every effort must be made to ensure that the company is indeed a true community of persons, concerned about the needs, the activities and the standing of each of its members."

According to this teaching, right to participation by workers is totally separate from, and is in addition to, the right which they have for a just remuneration for their work; and the responsibility to apply and adapt this teaching to particular circumstances falls mainly on laymen.

A number of European countries, notably France and Germany, have put on their statute-book legislation providing for workers' participation in industry. The British Liberal Party in its "Plan for Co-Responsibility" notes that:

"Workers have exercised co-responsibility in many forms and degrees in different countries. Among the forms used are collective bargaining, joint consultation, worker directors (as under German co-determination) and public regulation. It does not seem that there is one ideal formula."

The Malta Catholic Social Guild conscious of the need to see our industry built on a basis which accords both sides of industry their proper place and which recognises their usefulness for our economic growth, intends to play its part towards the finding of a suitable formula which would guarantee our workers participation in the enterprise in which they work.

The Brycocks crisis and the problems which have arisen as the result of the diversification of our economy, have highlighted the inadequacies inherent in the industrial structure of a Capital System. It seems that we are still bound to a traditional industrial structure which has serious shortcomings because it keeps management and workers in two different compartments fending for themselves. They keep to themselves and only come face to face when a threat of a strike is imminent. Thus management and workers' representatives meet not to find ways and means of avoiding unrest, but to resolve unrests if and when they crop up. It is obvious that some radical formula should be found that would make management and workers feel that they are part and parcel of the enterprise. We envisage here the participation of workers in the running of industry.

In Malta, it seems, that we are not conscious of the urgency of this problem. This may be a blessing in disguise, so long as we try to remediate the present state of affairs in time and not let events take their course and then have to find a haphazard solution because forced to by the trend of events. One of the advantages is that we can start afresh, especially as regards the Brycocks, because of the recent change of ownership. Another advantage is that our industry is in its infancy. As Government is subsidising these new industries financially and by granting tax holidays, Government ought to make it a condition when giving this aid, that workers should be given a share in the running of the enterprise.

This is not a figment of our imagination, because as Pope John XIII says in his 1961 encyclical "Mater et Magistra":

"We, no less than Our Predecessors, are convinced that employees are justified in wishing to participate in the activity of the industrial concern for which they work. It is not, of course, possible to lay down hard and fast rules regarding the manner of such participation, for this must depend upon prevailing conditions, which vary from firm to firm and are frequently subject to rapid and substantial alteration. But we are in no two minds as to the need of giving workers an active share in the business of the company for which they work - be it a private or a public one. Every effort must be made to ensure that the company is indeed a true community of persons, concerned about the needs, the activities and the standing of each of its members."

According to Pope John, right to participation by the workers is totally separate from and in addition to the right which they have for a just remuneration for their work. A number of European countries, notably Sweden and Germany, have put on their statute-book legislation providing for workers' participation in industry. The British Liberal Party in its "Plan for Co-Responsibility" maintains that:

"Workers have exercised co-responsibility in many forms and degrees in different countries. Among the forms used are collective bargaining, joint consultation, worker directors (as under German co-determination) and public regulation. It does not seem that there is one ideal formula."

This in effect would give workers a place in the board-room.

The Malta Catholic Social Guild conscious of the need to see our industry built on a basis which accords both sides of industry their proper place and which recognises their usefulness for our economic growth, intends to play its part towards the finding of a suitable formula which would guarantee our workers participation in the enterprise in which they work.

SUMMARY RECORD OF THE CATHOLIC SOCIAL GUILD'S  
STUDY GROUP ON THE PASTORAL PLAN'S FIRST DRAFT

November, 1967.

1. Members were given documentation and asked to study it before the meeting.
2. At the first meeting we heard a description of the new pastoral plan as one to spread the revelation of the Trinity and return Malta wholly to God in a renewal of religion and civilisation through brotherly love.
3. We agreed to consider the general objective together, and then those sections about the community of love that bear on the socio-economic interests of the guild, principally "work" and those in need.
4. At the same time it was decided to return our final considerations to the Pastoral leaders with an emphasis that socio-economic life in Malta would become more Christian if we as individuals become more publicly conscious of our common life and establish the true nature of the process of "socialisation".
5. Furthermore the Guild intends to tell the pastoral leaders of its readiness to take up occasions offered by issues and political personalities to impart into the common life the right social teaching, and even if possible to help overcome the political-religious division through occasioning dialogue on socio-economic reality.
6. Finally the Guild wants the pastoral leaders to fit these specific objectives and functions into the plan so that we can bring to the minds and hearts of working people an attractive image of the Church's real objective and true nature.
7. In general it was felt that the pastoral plan could not at present be received easily enough because its objective still appears abstract and its methods complex.
8. The local situation is not well analysed.
9. (The pastoral plan is superficial when it implies that past generations were more christian.) It is quite natural for social changes to invite change in peoples' religious mentality and attitudes. The pastoral plan should not infer and decline in faith and charity, accompanying social and religious changes.
10. Economic development and social contact with the world itself brings a promise of good as well as a danger of evil, because it can be the occasion of a more personal and conscious religious attitude in the country.
11. There is no sense in claiming religious decline and attributing it to economic change. The development of intellectual education enables the Church to direct the peoples' religious sense "ex competentia" instead of "ex autoritate".
12. Education has led people to believe in God mentally, each one personally playing his part and thinking for himself.
13. There is a change in human nature itself for even family authority has gone through the same process of crisis, change and challenge. Thus it is wisest to direct religious education at the intellect and not the memory. (This point may apply to the pastoral plan itself.)

14. We get the impression from the tone of sections 13 to 18 that there is regret for the passing of the old days. In the background there seems to be an idea that "The Middle Ages were the golden ages of the Church". Do not let this impression predominate.

15. Do all Maltese have faith, if not why not? Some say there has always been much disguised infidelity which contact with the outside world is laying bare.

16. Intellectual developments are making material needs and considerations more prominent than formerly. Modern intellectual development orientates itself in the consideration of matter.

17. Malta is under the influence of another kind of society.

18. In the past clericalism was a temptation to exercise power because the Church was the sole teacher.

19. The Guild took it on itself to judge the faith of our fathers since we cannot take it for granted as the plan has done. Times were different and another society prevailed. (The rest of the considerations concern this one matter.)

20. It is good to see the background to any criticism of the Church. Criticism is justified as a condition of renewal, as one element amongst others. Criticism brings scandal sometimes, as truth does. St Paul once criticised St Peter and St Thomas More the Pope.

21. For criticism to be just it should be measured and be delivered with humility; it should be constructive and not iconoclastic; it should be derived from committed persons, who are seen to carry proportionate responsibility in the common task.

22. In terms of social justice what should our judgement be on the glorious traditions of our forefathers? Were our fathers too individualistic even in their religious sense?

23. In the past the social sense was strong, especially with reference to one's family and neighbour. This was before the formal structure to develop social justice began to develop.

24. In the past our sense of individuality was not genuine or limited. They always feared to advance intellectually for fear of discovering truth. Today the working class organises itself for a common interest, without an ulterior individual motive which gives the lie to their intention.

25. The Church seemed to favour class distinction even in its charitable works. The old priest were of a low standard. The old priest was respected with exaggeration, and all he cared for was to be respected. Today the opposite is true, so that the workman thinks he can make even in spiritual matters, without the priest. The Church's authority and patronage of the working class movement was brought into jeopardy. Charity today is seen in social law, the charity of mercy is dangerous.

26. If these be objective opinions to be socially useful they require to be judged against subjective opinions that take account of the circumstances of past ages. For instance an opinion on past alliance between Church and State must be taken with the opinion that it was good that not only administrators of State were educated because, without the education priests influencing them, they could have been even more



intemperate than history indicates many tended to be.

27. For the pastoral plan to be useful and for us to honour the faith of our fathers we must arrive at an understanding of evolving developments between the church and working class historical movements. We are to distinguish the Church's duty in the social order, because the Church tends to be a community whilst the State organises itself solely as a society. The distinction is crucial because a community is based more on intrapersonal relations whilst a society directs itself to the evolving relations between groups.
28. The medieval guilds were an early expression of the Church's personal interest in the social order. Medieval christianity subjectively is seen as an age of faith and glorious traditions of which we can be proud but objectively it is being judged by several modern theologians as lacking in social commitment.
29. Charity and social justice, whilst distinct cannot legitimately be opposed in contradiction. Charity cannot be a substitute for justice in one and the same person, age, or civilisation. A right of justice is not obliged by charity.
30. Some hold that social justice falls within the Church's formal competence. It is suggested that in past ages she did not encourage the rise of State responsibility for social justice. It took a hostile attitude to working class movements promoting this state objective because of anticlerics leading these movements.
31. Whilst charity is not a material substitute for justice, both justice and charity demand that lay catholics try to see where lies the Church's role in the concerns of the social order being developed.
32. Obviously the Church is to preach social justice, but also practise it in its own activity, e.g. employee and conditions in its printing presses.
33. Was it ever the Church's responsibility to organise the workers movements herself and introduce social services? In the past the Church has only tended to accept this responsibility when the State did not, or could not discharge it. Even then the scale of the Church's involvement was necessarily small.
34. Nonetheless it is true that the Church for various reasons opposed the workers mass movements when they started organising themselves into trade unions and the State executives they put in power introduced certain social services. But what were the reasons?
35. On the negative side a certain alliance with the ruling classes, including a protection of both vested interest of both wealth and power.
36. On the positive side a mitigating general condition of lack of awareness of the social rights of the worker. For the historical context reveals that the workers themselves became conscious of social rights only gradually with time, not only in Malta but elsewhere as well. The lay State itself has been through a slow process of evolution of social self consciousness. Whilst the Church is fashioned on the Gospel it is composed of individual human elements so that in the degree "Gaudium et Spes" the Council Fathers could declare that man sometimes learns from the Church about himself but at other times the Church also learns about him from himself.

37. A most important point is that the Church's hostility to the workers movements came from what may have been an exaggerated fear of an anti-clerical minority existing from the very beginning in the activity of the workers movements everywhere, including Malta.

38. In conclusion the plan's premise seems to be a judgement on the Church we have inherited from our forefathers. The Guild considered it more important to focus attention on this judgement than anything else. After several meetings on this topic the common impression was that an individualistic sense characterised our religious and social past and that only latter Popes have begun to affect religious consciousness with a social sense. It was wondered why the Church seemed to be slow in this matter, giving its significance well after Marx. In Malta it was 30 years before Rerum Novarum was published.

39. Many members subscribed to the following dual opinions and firm judgements:-

- i) The Church did not diminish sufficiently the individualism of past ages, because it remained too vague and didn't come down to reality.
- ii) For some reason, the Church of the middle ages, although it preached the gospel did not elaborate sufficiently on its social implications.

40. This judgement was reached after an exposition of the spirit with which we should approach the necessity of criticising the Church on the occasion of our pastoral plan study. The theme to remember is "ecclesia semper reformanda". The Church's frail human element continually needs reformation through her divine bonds. The individual members of the Church are imperfect as foreseen by Christ. Thus we do have a right to correct our Church, but this to be fruitful needs to be done out of compassion for one another's frailty and failure. Faced with mass apostasy abroad and the Church-M.L.P. spirit in Malta our examination should be communicated in the suffering of the mystical body.

41. The ecumenical spirit needs extension to the Church-M.L.P. dispute. This requires new co-operation amongst laity. The Holy Spirit converts and reconciles seeming opposites. Our prayer is to be social, directed to the good of others besides our own. We must pray for the renewal of our nation to Him who said "without me you can do nothing", and "everything is possible to him who believes in me". There are seven prayers for dialogue.

Prayers for:-

- i) The end of ignorance and prejudice on both sides.
- ii) The end of suspicion and lack of understanding.
- iii) Promptness to admit faults on both sides, and thereby embrace humility.
- iv) The fostering of a spirit of forgiveness for one another.
- v) A desire for the triumph of truth and God's own will, not the affirmation of our own will.
- vi) A spirit of love, not only in general but also in particular for the proof of love is to be committed concretely in the individual life of another.

42. The Church's first duty is to her pastoral mission to spread God's Word and the Sacraments and she must be protected from the danger of getting lost on secondary social issues. In order to preserve the primacy of Her mission reform should be internal and be moderated by prudence.

Page five.

43. The Catholic Social Guild recalls the message to workers sent by the Pope united with the Council Fathers at the end of Vatican II wherein we heard the Church confess that she and the workers had not always understood one another well enough in the past but that now is the time to show our true love for one another.

The ~~National~~ Catholic Social Guild, after discussing the Pastoral Plan, came to the following conclusion:-

¶ 7, 8, 9(1), 18, 34, 37, 35, 36,  
38, 39.

If, after reading the above, you feel that ~~you~~ you should discuss ~~whether~~ any of the points raised <sup>we</sup> will be ready to meet you at your convenience.

With best wishes,

Yours faithfully,

Secretary  
M. C. S. G.

Although there has been an appreciable increase in the standard of living of a section of our wage-earners, others are still battling against a rising cost of living without the benefits of resultant pay-rises. Thus they are suffering from a diminution of the real value of their wage-pocket.

For a long time we have been the witnesses of a phenomenon which has resulted in some wage-earners getting periodic rises while others have been anchored to the same salary. Consequently we have the anomaly of workers doing the same kind of work but getting a different remuneration. This brings at once to mind the question which we must ask ourselves if we, as Christians, are guided by justice, which is the basis of the Church's social doctrine. [Is it just that because one is in Government employment, he is paid more than another doing the same job only because the latter happens to work in private industry?] Are they not both members of the same community, who, by their work, have a right to a salary that allows for life under conditions worthy of men?

This is in line with what Pope John XXIII enunciated in "Mater et Magistra". He says that wages should allow for the cost of living, because the worker must be able to keep himself and his family at a decent standard. They must take account of the worker's productivity and the employer's capacity to pay. The Pope says that pay must also take account of the public interest because it may ~~effect prices or~~ ~~XXXXXXXXXXXX~~ employment and it may put some workers in a privileged position while others lag behind. He then goes on:

"Furthermore, the modern trend is for people to aim at proficiency in their trade or profession rather than the acquisition of private property. They think more highly of an income which derives from work and the rights consequent upon work, than of an income which derives from capital and the rights of capital.



And this is as it should be. Work, which is the immediate expression of a human personality, must always be rated higher than the possession of external goods which of their very nature are merely instrumental. This view of work is certainly an indication of the advance that has been made in our civilization."

Mr. George Woodcock, the general secretary of the T.U.C., in his comments on the above in a radio programme on the B.B.C. about the encyclical said:

"A man gains his security - his income, his right to live for the whole of his life - not by possession, personal possession of some property, but by his right to work and his right at work to get a decent wage and his right when he is no longer capable of work, but having done his work, to continued payment - a pension. Now that, I think, is an important point that should be made and which people should understand. You must recognise the fact of modern industrial life; recognise that ownership of itself can only be related to a comparatively few people and that the bulk of us, will get, as I said, their income, their security, their guarantees in old age and sickness, from their rights as individuals and not the possession of personal property."

The Malta Catholic Social Guild believes that a first step towards the building of our industry on a sound basis is the giving to the worker of a just remuneration for work done irrespective of whether he is in Government employment or not. If we are at the stage where a worker is still not assured of an income which is sufficient for him and his family, we have not yet started toddling towards a contented industrial community.

The Malta Catholic Social Guild, in the course of studying the introduction of a higher degree of participation in the working communities of the Island, feels it to be its duty to submit to the public reflections of work in general and on its remuneration.

Work is the immediate expression of the human personality and so is in a higher order than possession. In "Mater et Magistra", Pope John XXIII said:

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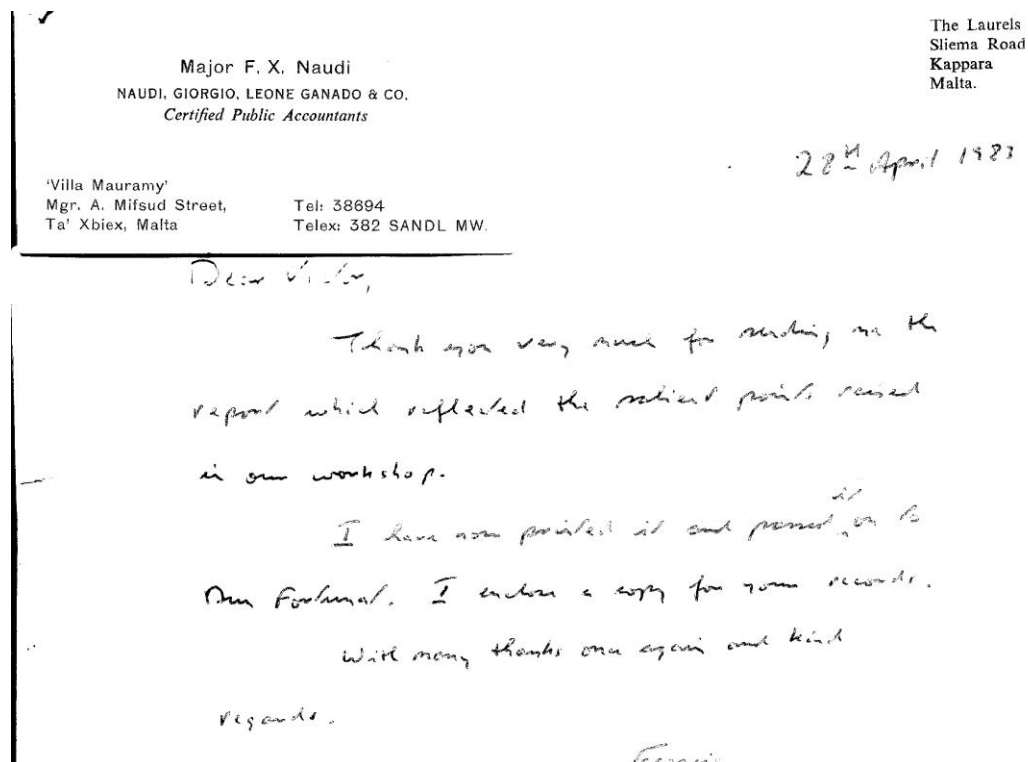
In Malta, although there has been an appreciable increase in the standard of living of a section of our wage-earners, others are still battling against a rising cost of living without the benefits of resultant pay-rises. Thus they are suffering from a diminution of the real value of their wage-packets. For a long time we have been the witnesses of a phenomenon which has resulted in some wage-earners getting periodic rises while others have been anchored to the same salary.

The Malta Catholic Social Guild believes that a first step towards the building of our industry on a sound basis is the giving to the worker of a just remuneration for work done irrespective of whatever sector he is working in. Thus (a) the Government should establish without further delay a National Minimum Wage to cover all workers and see that the awards of all Wages Councils, where these remain necessary, be revised and brought up to date and not fall below the National Minimum Wage; (b) industrialists should feel it their duty to see that the remuneration of their workers also reflects the profits of the enterprise. If we are still at the stage where an appreciable number of workers are not assured of an income which is sufficient for them and their family, we have not yet started toddling towards a contented industrial community.

## APPENDIX CHAPTER 6 SCANS

### SOCIAL ACTION MOVEMENT

<b>Chapter 6</b>	<b>Social Action Movement (MAS) 1983-84</b>	<b>206</b>
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•	MAS Report of Workshop on: A study on the Aged in Malta p. 1 to p. 3	209-211



16/5/1984

IL-HAJJA, l-Erbgha

ROUND TABLE mic-Centru Tmexxija Socjali tal-Moviment Azzjoni Socjali

**MALTA ĊENTRU TA' PAĊI****Ejjew noholqu mudell - mill-Kultura, Religjon, Familja u Xogħol****IR-RAPPORTI TAL-"WORKSHOPS" LI SARU****Il-familja Maltija**

Dan il-'workshop' li itaq' darbtejn fil-Kwartier Ġenerali tal-General Workers' Union, il-Belt, stharreg kif il-familja Maltija tista' tikkontribwixxi biex Malta tkun Centru ta' Paċi.

Lewwel saret preżentazzjoni ta' 'paper' fuq "Il-Familja Maltija f'tistija. Studju tat-tibdiliet li qiegħda ggarra il-familja fis-soċjeta' Maltija", minn Dr. J. Troisi Ph.D. (Soċ.), M.A. (Soċ.), M.A. (Phil.), B.A., B.Th. (Hons.).

Imbagħad saret preżentazzjoni ta' 'paper' oħra fuq "Malta - Centru ta' Paċi", minn Dr. A. Sant M.Ss., M.B.A., D.B.A. (Harvard).

Fid-diskussjoni li saret wara bejn il-partecipanti saru dawn l-osservazzjonijiet u rakkomandazzjonijiet.

- 1 Il-familja Maltija llum qiegħda tinbidel fl-istruttura tagħha, minn familja miftuħa għal familja nukleari.
- 2 Akkar ma' l-ekonomija Maltija tinbena fuq il-ftigiet tas-suq — jiġifieri l-bejgħ u x-xiri — il-perċentwali tan-nisa jaħdmu se jkompli jżied.
- 3 Malta llum għadha isolata mill-aspett ġeografiku biss, għax il-ftuħ tagħha għall-influenzi turistiċi, televiżivi, kummerċjali, letterarji u ċinematografici

li dwar dan il-fatt jeżisti hafna diskors iżda ftit li xejn fatti u statistiċi li tista' toqgħod fuqhom. Għalhekk gie rakkomandat li xi hadd jagħmel studju serju dwar l-effetti fuq il-familja, meta l-mara tmur taħdem.

**4. Id-Divorzju jgħallq aktar problemi milli jsovi**

Issemma d-divorzju u kien hemm min hu tal-fehma li dan għandu jidhol f'Malta wkoll. Iżda l-bieċa l-kbira hafna tal-partecipanti hassew li dan jgħallq problemi aktar milli jsovi. Hawnhekk gie propost li xi hadd jagħmel studju dwar pajjiżi oħra u jara l-introduzzjoni tad-divorzju fil-pajjiż għenitx biex saħhet jew inkella dgħajfet il-familja bħala sies tas-soċjeta'.

**5. X'jagħmilha sies tajjeb tas-Soċjeta' Maltija?**

Kull min għandu għal qalbu l-paċi fil-familja għandu jkompli jinkoraġġixxi l-aspetti pożittivi li għamlu mill-familja Maltija siesa tabilhaqq tajjeb tas-soċjeta'. Jiġifieri thajjja tajba qabel iż-żwieġ, l-imhabba vera, is-sagrifiċju, l-għaqda, il-koperazzjoni u l-ftehim, l-għożża u t-trobbija tajba ta' l-ulied.

Il-Paċi trid tkun l-ewwel fl-individwu u mbagħad fil-familja u bħala riżultat tkun ukoll fis-soċjeta'.

**6. Il-Hidma Responsabbli tal-Ġenituri**

Il-koppja miżżewġa għandha tiddeciedi hi d-dagħ tal-familja li trid. Dan għandu jinbena fuq ix-xewqat tal-koppja, is-saħħa fiżika u mentali tagħhom, il-mezzi finanzjarji possibbli u ċ-ċirkustanzi partikulari ta' kull koppja.

qiegħed ibiddel is-sens ta' valuri tal-familja Maltija.

4 Kazi ta' Separazzjonijiet fiż-żwieġ qiegħdin jiżdiedu u għalissa jeżisti dibattitu, immexxi minn grupp ta' pressjoni żgħir, dwar jekk Malta għandhiex iddahhal id-divorzju.

5 Li dak li dejjem għamel mill-familja Maltija sies tajjeb tas-soċjeta' għadu hemm: jiġifieri l-imhabba, l-għaqda, l-għożża u t-trobbija tajba ta' l-ulied.

6 L-idea ta' 'responsible parenthood' hija aktar preva-  
valenti illum. Għalhekk id-daqg tal-familja Maltija huwa iċken.

7 Li r-religjon Kattolika tat kontribut kbir biex il-familja Maltija kienet dejjem sies tajjeb tas-soċjeta' Maltija.

8 Ftit li xejn teżisti riċerka dwar il-vera pożizzjoni tal-familja Maltija, bbażata fuq statistiċi serji li fuqhom wiehed jista' jibbaża l-konkluzjonijiet tiegħu.

Għalhekk dawn l-osservazzjonijiet huma mibnija fuq konvinzzjonijiet tal-partecipanti, kif dawn rawhom fl-esperjenza tal-hajja Maltija.

#### 1. Il-familja Nukleari

Minhabba li fil-familja nukleari tal-lum l-individwu jhoss aktar l-awtonomija personali, kemm f'dak li jahseb u jiddeċiedi, kif ukoll finanzjarjament għax kulhadd jahdem, jenhtieg li fejn tidhol it-trobbija ta' l-ulied dawn jiġu mgħallma aktar jahsbu b'moħħhom u mhux haddiehor. Dan it-tagħlim irid jingħata minn eku-nithom fuq prinċipji sodi, verita' tal-fatt, u kritika ta' dak li jagħmlu u li qed jiġri madwarhom.

#### 2. Il-Valuri Nsara

Għalkemm l-ulied għandhom jiġu ppreparati għall-hajja ekonomika tal-lum mibnija fuq il-htigiet tas-suq, jiġifieri bejgħ, xiri, kompetittività u qligħ, fl-istess waqt għandhom jiġu mrawma b'sens ta' valuri sodi Kristjani li juru li filwaqt li l-htigiet ekonomiċi jistgħu jagħmlu mill-bniedem 'robot', il-valuri Kristjani jgħollu lil-bniedem 'il fuq minn kull kreatura oħra u li jissodis-faw aktar l-aspirazzjonijiet tiegħu. B'valuri Kristjani qed nifhmu l-imhabba, l-għaqda, l-ko-operazzjoni, l-altruiz-mu u l-għajnuna lil haddiehor.

#### 3. Statistiċi serji dwar il-Familja Maltija

Minhabba l-bidla fl-ekonomija ta' Malta, l-persentaġġ ta' nisa jahdmu qiegħed dejjem jiżdied. Filwaqt li dan hu inevitabbli żgur li għandu l-effetti tajbin u bziena tiegħu fuq il-familja Maltija. Hija l-fehma ta' hafna

Kull koppja għandha tkun edukata dwar il-mezzi kollha ta' kontroll tat-twelid partikolarment mezz naturali (kif mgħallma b'suċċess kbir għal hafna snin mill-Moviment ta' Kana), halli kull koppja jkollha n-numru ta' tfal li tixtieq hi u meta trid hi.

#### 7. Il-Kontribut tar-Religjon Kattolika

Il-Knisja Kattolika f'Malta li għandha f'idejha t-tagħlim u l-harsien, tar-religjon Kattolika hija qawwa li tgħaqquad f'pajjiżna, iżda din il-hidma tista' tagħmilha ahjar. Jenhtieg li wiehed jishaq inqas fuq l-estern u tin-għata aktar formazzjoni ġewwiena soda taċ-ċittadin, skond iż-żminijiet moderni. Jenhtieg preżentazzjoni ak-tar moderna tat-tagħlim Kattoliku li jgħaqquadna.

#### 8. Htiega ta' riċerka fuq il-familja

Jenhtieg li ssir riċerka serja dwar il-familja Maltija halli ma nibqgħux nitkellmu aktar dwar dak li nahsbu iżda dwar dak li hu. Din ir-riċerka tista' ssir:

(i) Mid-Dipartiment tas-Soċjoloġija fl-Universita' ta' Malta minn Studenti li jkunu f'korsijiet dwar l-edu-kazzjoni, il-liġi, is-soċjoloġija u oħrajn.

(ii) Mill-Moviment ta' Kana.

(iii) Mid-Dipartiment tas-Servizzi Soċjali.

(iv) Mill-Moviment Azzjoni Soċjali.

(v) Mill-istudenti tal-fakulta' tat-Teoloġija f'tal-Virtu'.

(vi) Minn korpi oħra kostitwiti f'Malta li huma in-teressati fil-familja.

#### Oqsma Rakkomandati ta' tiftix

(a) Fatturi li nfluwenzaw id-daqg tal-familja Malti-ja f'dawn l-aħħar 50 sena.

(b) Kazi ta' separazzjonijiet quddiem il-qrati Mal-tin In-numru, ir-raġunijiet l-effetti tas-separazzjoni.

(c) Fejn u kif tgħix il-familja Maltija, l-ambjent tad-dar u l-mezzi finanzjarji.

(d) L-effetti fuq il-familja ta' aktar nisa jmorru jahdmu, b'mod speċjali ommijiet jahdmu.

(e) Dawk li qiegħdin flimkien barra miż-żwieġ — Kemm? Għaliex? Id-dipendenti tagħhom? Problemi Ċi-villi u s-servizzi soċjali tagħhom.

(f) Liema mezz ta' kontroll tat-twelid qed jintu-żaw? Għaliex dak u mhux l-iehor.

**VICTOR MIFSUD**

SOCIAL ACTION MOVEMENT

A STUDY ON THE AGED IN MALTA

REPORT OF WORKSHOP ON ECONOMIC AND FINANCIAL ASPECTS

HELD ON 16TH APRIL 1983

The participants in this workshop made the following conclusions and recommendations.

1. An appreciable percentage of the aged in Malta are living with an income considered to be too low for today's standard of living.
  - 23% have an income which is less than £M900 annually (Ref. Study P24, Table 1, Income)
  - 19% need additional assistance in cash or kind (Ref. Study P31, Para. 2.27).

The above percentage was at first challenged on the basis that those receiving an Old Age Non-Contributory Pension should at least be receiving £M754 (single) + £M116 (Bonus) + £M26 (Rent Element) + £M187 (if sick) a total of £M1,083.

However, it was pointed out that if those with an income below £M900 derived this income from their capital, they were not entitled to the Old Age Pension. This shows a discrimination against those having a certain amount of capital, and such discrimination should be removed.

Therefore the first conclusion reached still holds: an appreciable percentage of the aged are living with an income considered to be too low for today's standard of living.

2. Living with an income of around £M900 was considered to be living around the poverty line especially when the National Minimum Wage is around £M1,650 annually.

A Consumption Survey of the Aged would surely help to verify the above conclusion.

3. A widow who is receiving a National Insurance Pension, if she is under 60 years of age, would receive £M13.25 weekly as widow's Pension + £M7.63 weekly as a supplement, because she is considered to have dependents.

When she reaches the age of 60 years the weekly supplement of £M7.63 is deducted, because she is considered not to have any more dependants of this age. However our Study P24 Table 3 shows that 20.5% of the over 60's have financial dependants.

This lowering of the standard of living of widows should be remedied.

4. Voluntary Contribution for a National Insurance Pension by a housewife is not possible anymore, as it was some time ago.
5. The rule that no one can have more than one pension was considered to be unjust, especially with those who already had a right to a  $\frac{2}{3}$  Job Pension (Deferred Payments) like many Government and Ex-Services Employees + the right to a Contributory National Insurance Pension.

It is a fact that the old  $\frac{2}{3}$  Job Pension + National Insurance Pension totals more than the present  $\frac{2}{3}$  Pension Scheme + Cost of Living Increases.

In a few years time those retiring would receive no National Insurance Contributory Pension under the existing  $\frac{2}{3}$  Pension Scheme.

6. In the Maltese Islands the percentage of the aged is on the increase. Thus in the near future less and less have to produce for more and more. This will create problems especially now that we have a State Pension Scheme which does not allow for alternatives. Such a scheme is a regular part of state expenditure which in turn is financed by a high level of contributions from employer and employee.

A thorough study of the impact of the cost of the  $\frac{2}{3}$  Pension Scheme is required before the zenith of this Scheme is reached.

At present about 24 different pensions are possible under the existing law, and the need is felt for consolidation.

7. Because of the adverse effect of inflation on the income of the aged, it was proposed to have Inflation - Indexed Pensions. The arbitrary decision by Government of solely deciding what cost of living increases pensioners are to be given, should be:
  - i. replaced by creating a statutory body where pensioners should sit with Government and be consulted;
  - ii. supplemented by the creation of a proper National Inflation Index worked out with all interested parties in the economy.
8. The aged who are receiving the National Minimum Pension should not pay income tax on it. It is grossly unfair, first to be given what is considered to be the minimum required to live with and then taxed on it.
9. Earlier retirement on a voluntary basis should be made possible without any loss in pension rights.

Government employees who have given 30 years of service but are not yet 60 years old, cannot retire unless boarded out on health reasons.

Many ex-services employees, now employed by Government, were ready to retire had they not been made to pay a 1st class National Insurance Stamp until they are 61 years old.

In both of the above cases, if early retirement was made possible, it would reduce the high level of unemployment which our country is facing and which it will continue to face for quite some years ahead.



In the private sector earlier retirement will have to take place naturally, with the introduction of modern technology, computerisation, etc. since old people are more difficult to train while the young are receptive and adaptable.

10. Part-time employment by those who retire earlier should be encouraged. At the moment certain rules and measures discourage their productive part-time employment which could greatly contribute to the National Economy.
11. There are various ways in which the aged could make a valuable contribution to society. If they are in good health, the aged have a lot of spare time and experience which they could devote to voluntary bodies like, trade unions, political parties, social clubs and welfare services.
12. The question of those aged looked after in Government Institutions requires re-thinking. At present these aged are given only 40% of their pension, with the other 60% held and spent by a Government Welfare Committee for the good of the aged.

It was felt that a way should be found whereby these aged receive care and assistance in their own homes in their own life-long environment with no reduction whatsoever in their pensions.

13. Finally it was re-affirmed that the aged have a right to be able to maintain the same level of standard of living as they were used to, before retirement. After all, it is partly due to their efforts that the country has reached the present state of development.

F.X. NAUDI  
Chairman

VICTOR MIFSUD  
Secretary



## Appendix Chapter 7 Scans

### Paolo Freire Institute (PFI)

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#### PAOLO FREIRE INSTITUTE – ZEJTUN

I joined the Paolo Freire Institute as a volunteer teacher of illiterate adults and children on my retirement from my teaching career in the Education Department in the year 2000 and continued to contribute there for the next 13 years, a most satisfying experience indeed.

- **Literacy**  
For Children



Assisting children in acquiring the basic literacy skills in the Maltese or English language is the main objective of this program. This is achieved by providing children with a positive learning experience, celebrating their effort and success. Tutors have a fundamental role in this, creating a nurturing environment by being aware of the various strengths and needs of these children, most of whom have a history of academic failure. Good preparation of sessions, and tutor training are essential for the effectiveness of this program.

## For Adults



Paulo Freire Institute provides adult literacy on a one-to-one basis with the help of trained volunteers. The Institute itself offers an informal environment which helps participants to feel at ease. The tutors are aided with tailored handbooks prepared by the literacy unit. Thus tutors are able to respond to the actual needs of their learners. Computers are used as a tool and as an incentive, apart from the added value of helping learners to increase their computer skills.

The Institute has produced a tool kit to teach basic Maltese to adults. This was done through the European Social Fund Project: ESF 3.66. This tool kit is being used also by the Directorate of Life Long Learning (DLLL) and at secondary level in government and church schools.

### Îċ-Ċavetta Co-financing

This is to acknowledge also that Paulo Freire Institute was the beneficiary of financial assistance by MSDC through the NGO co-financing fund.



I was administrator

# iċ-Ċavetta

## **Maltese Literacy Toolkit For Employment and Education Inclusion ESF 3.66 “Iċ-Ċavetta”**

From 2009 to 2013 I was appointed the Official Project Administrator of Iċ-Ċavetta for 4 years, following a public call of the EU ESF 3.66 Project. It was co-financed by the European Social Fund to the tune of more than €128,000. Fr Vincent Magri SJ was the project leader. He was an ex-Form V student of mine at St Joseph Secondary Technical School, Corradino, Paola in 1966. I was his Teacher of Civics in the Latin Class. Together we collaborated to realise the whole project.

PAULO FREIRE INSTITUTE (PFI)  
16, December 13 Square, Żejtun 1021  
Tel. 21694583/27021823

***Iċ-Ċavetta* – Maltese Literacy Toolkit for Employment and Education Inclusion**  
ESF 3.66

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**Final Conference**

<b>08.30am</b>	<b>Registration</b>
<b>09.00am</b>	<b>Introduction Fr Vincent Magri SJ (Project Leader)</b>
<b>09.15am</b>	<b>Input Authors: David Muscat &amp; Carmen Mamo</b>
<b>09.45am</b>	<b>Input Producers: Mr Hilary Caruana – Design Mr Richard Borg – IT</b>
<b>10.05am</b>	<b>Project Administrator's Report – Mr Victor Mifsud</b>
<b>10.15am</b>	<b>Coffee break</b>
<b>10.30am</b>	<b>Representative from ETC, Richmond, Inspire, Tutors/Beneficiary</b>
<b>10.45am</b>	<b>Time for an open discussion</b>
<b>11.30am</b>	<b>Prof Ene Magi (Estonia), Prof Charles Mifsud, Prof Carm Borg</b>
<b>12.15pm</b>	<b>Final Address and Presentation of Certificate and CD Hon Minister Dolores Cristina</b>
<b>01.00pm</b>	<b>End</b>



NIC(Malta)  
University Campus, Msida - MSD 2080, Malta (Europe)  
VAT No: MT15379916  
MALTA www.nic.org.mt - help@nic.org.mt

DA100804-002

## Domain name authorisation .ORG.MT

Note that this application will expire unless we receive it signed by 03 Sep 2010.

An application for registration of a new domain name has been submitted. This form must be signed by Holder to confirm the application, to authorise the associated agents and other information, and to comply with the other terms and conditions set out below.

Details on how to submit the signed form follow further below.

Proposed Domain Name: **cavetta.org.mt**

Full Trade Mark or Trade or Business Name  
from which Proposed Domain Name is derived: **cavetta**

No nameservers were provided with the online application.

**Holder(Registrant)** Handle: PFI2-MT  
Legal Entity Name: Paulo Freire Institute

**Administrative Agent** Handle: EE1-MT  
Legal Entity Name: Richard Borg

**Billing Agent** Handle: EE1-MT  
Legal Entity Name: Richard Borg

**Technical Agent** Handle: EE1-MT  
Legal Entity Name: Richard Borg

1. I authorise the Administrative Agent mentioned above to liaise with NIC(Malta) about administrative aspects of the domain including the appointment of, and changes to other agents.
2. I authorise the Billing Agent mentioned above to handle payment for registration of the above domain name on behalf of Holder.
3. I authorise the Technical Agent mentioned above to maintain technical information necessary for the correct operation of the above domain name on behalf of Holder.
4. I declare that Holder operates on a non-profit basis.
5. I declare that Holder is entitled to use the name "cavetta" as a Full Trade Mark or Trade or Business Name in accordance with Maltese Law.
6. I declare that should it eventually transpire that the Holder/the organisation represented by the Holder is not entitled to use the stated domain name in accordance with Maltese Law, then:
  - \* Holder will assume full responsibility for any damages arising out of legal disputes in respect of the said Trade Mark or Trade or Business Name; and
  - \* Holder accepts that NIC(Malta) may delete the offending domain name entry.

I have read and accept the terms and conditions as detailed at <https://www.nic.org.mt/terms/>

Name and signature of person signing on behalf of Holder:  
Paulo Freire Institute:

Name of person: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
Block Letters

This form should be completed, signed and submitted electronically as per details at <https://www.nic.org.mt/submit/>, faxed to +356.21333445, or sent by postal mail to NIC(Malta), University Campus, Msida - MSD 2080, Malta (Europe)

MT/DA-ORG/1.0



## **Maltese Literacy Toolkit for Employment and Education Inclusion ESF 3.66 “Iċ-Ċavetta”**

### **- Impact Evaluation & Way Forward Report –**

#### **Introduction**

Paulo Freire Institute (PFI) in partnership with the Employment and Training Corporation (ETC), Inspire (Razzett and Eden Foundation) and Richmond Foundation had been granted European Social Funds under Cohesion Policy 2007-2013 (OP II) for a project entitled “Iċ-Ċavetta - Maltese Literacy Toolkit for Employment and Education Inclusion”. The project is an Adult Maltese Literacy Project.

#### **Aims of the ‘Iċ-Ċavetta’ aimed to:**

##### **1. General Objectives**

- Enhance the employability of vulnerable individuals, aged 16 to 60, with low employment rates and low levels of literacy to contribute to increasing the overall labour supply within the economy and greater social cohesion in Malta
- Address educational weaknesses which create challenges for disadvantaged groups to access the labour market
- Promote an inclusive society by improving facilitation in accessing education and lifelong learning which would eventually feed into improved prospects of finding employment
- Promote work values to disadvantaged groups with low levels of literacy
- Help break the cycle of being fully dependent on benefit systems
- Empower disadvantaged groups to build new social networks through the teaching centres and the place of work.

##### **2. Specific Objectives**

- Develop a teaching toolkit, resources and tailor-made programmes to increase Maltese literacy skills to facilitate access of vulnerable groups (including those who did not succeed through the formal education system) to education and employment
- Address an existing gap in teaching adult literacy by taking a very basic approach, starting from letter recognition, therefore having a product with a strong visual aspect, and learning the sound of the letters (phonics)



- Promote computer orientation skills for adults facing social exclusion and employment challenges by producing an IT interactive product with audio to be easily accessible and intuitive
- Ensure that the training product will be fun to use and will provide enough stimuli to keep the end user interested
- Ensure that adult training is provided by adequately trained and equipped personnel.

### **Expected Results of 'Ic-Çavetta':**

1. 13 to 20 trained teachers, educators and facilitators aware about literacy challenges in adults, equipped and informed on how to use the tool kit and involved in evaluating the tool kit
2. 72 to 96 persons facing social exclusion, literacy and employment challenges provided with training on basic literacy, work values and computer orientation skill
3. Exchange of information with a counterpart in another EU Country (Estonia) working on literacy training for adults.

### **Scope of Evaluation Exercise**

An **Impact Evaluation** was conducted retrospectively to assess, analyse and evaluate the impact of Ic-Çavetta Project on the persons who received training, and on the leading and partner organisations and society at large. The Impact Evaluation was also conducted to evaluate the toolkit, the programme and the project as a whole, and the lessons learnt through the use of the toolkit. Finally, the Impact Evaluation was intended to check whether the objectives as well as the expected results of Ic-Çavetta Project have been met.

The Impact Evaluation is also expected to have an influence on the **Way Forward** of the Project, either by means of a continuation of the Project or else through any similar initiatives. In fact, in order to justify and recommend the Way Forward, the Training Impact was assessed, analysed and evaluated through the use of objective testing, results, and feedback reports from the leading and partner organisations and from the trainers.

### **Methodology**

A qualitative approach was selected for this Evaluation Report to collect in-depth quality data on the training impact and on the way forward. At the same time, a quantitative approach was also adopted to check whether the Project's expected results have been attained.

In order to compile the Report, various primary and secondary sources of evidence had been used to have a multi-dimensional perspective of Ic-Çavetta Training Impact and to suggest the Project's Way Forward. In fact the participants were either interviewed directly or contacted via phone or email or else their feedback was retrieved from evaluation forms. The participants included the Project Leader and Project Administrator, the Partners

Organisations' Representatives, the Educators and the Trainers and Learners too. This Evaluation can also be considered as an Interactive Action Research given that the learners were empowered to have a say and possibly influence future projects too.

As for ethical considerations, protection of the well-being of participants was central in this Evaluation Exercise. In fact, confidentiality could be assured since the participants' and trainers' personal details were not mentioned anywhere in the Evaluation Report. Instead, codes were given for identification purposes only. Besides, all information supplied throughout the exercise was for the purpose of the same research only. The Data Protection Act XXVI (2001) governs such data provision.

## **Section A - Impact Outcome Assessment, Analyses and Evaluation**

### **A. Assessment of Impact on Persons who received Training – Objective Testing**

Objectives-based evaluation is about judging whether the stated objectives have been attained, in this case, to check how much the participants have gained in terms of what was intended and what difference has training made to the participants.

First of all, the number of persons who benefited from Iċ-Ċavetta Maltese literacy training was double the expected number, in fact, a total of 189 persons were trained even though the Project targeted for 72-96 persons.

As regard to Iċ-Ċavetta toolkit, resources and tailor-made programmes, they took a very basic approach in adult literacy learning; in fact the trainees could even start from letter recognition. The material was effective as it met the literacy needs of participants and the material could also be adapted to the different needs of different trainees. Yet although the material dealt with very basic elements of literacy, the exercises were specifically aimed for adult learners. The material brought more dignity as it was not childish and therefore not an insult or negative reminder in any way. Having materials made specifically for adults also helps them become aware that they are not the only adult learners around and that there is nothing to be ashamed of. One other strength of Iċ-Ċavetta material and programmes was that they could be used flexibly in meeting the different learning needs, speed and styles of trainees.

The material was well presented and attractive, with colourful diagrams and various games such as word search, and it managed to hold the attention of participants especially those who have learning difficulties or low motivation. Not all participants were motivated to learn at first, especially registrants who are required to attend basic Maltese literacy training as part of their registration duties. Eventually however, most participants changed their opinion about literacy training and learning through Iċ-Ċavetta resulted in a positive experience.

Learning was fun through Iċ-Ċavetta, as indicated by one of the participants who stated that,

*"Iċ-Ċavetta għeni nuża l-ħin tiegħi aħjar billi nitgħallem iktar nikteb u naqra bil-Malti filwaqt li nieħu pjaċir."*

*Iċ-Ċavetta helped me to use my time better to learn how to read and write in Maltese while having fun."*

Iċ-Ċavetta managed to move away from the traditional methods of teaching. The material, which also included a CD with a number of interactive exercises, was innovative in the context of Maltese adult literacy. In addition, the training material and pedagogy addressed the literacy needs of adults since in the past adults were usually taught with material that was actually intended for children.

In order to use the material appropriately, trainers were also given professional induction training and even though they had a vast experience in adult training already. In fact, a total of 35 trainers completed Iċ-Ċavetta induction training successfully.

All in all, the material developed by the project, has proven to be very successful with service-users – a step in lifelong learning and a useful tool for self-help, as confessed by some other participants,

*"Dejjem xtaqt inkompli minn fejn ħallejt. Bis-saħħa taċ-Ċavetta ergajt dhalet fid-dinja tat-tagħlim. Żgur li dawn il-lezzjonijiet ħa jgħinuni fil-futur tiegħi."*

*"I have always wished to carry on from where I had left. Thanks to Iċ-Ċavetta I have re-entered the learning world. I trust that these lessons will help me for my future."*

*"Bis-saħħa taċ-Ċavetta tgħallimt naqra u nikteb bil-Malti. Din [l-esperjenza] ħa tgħini biex insir iktar indipendenti għax inkun nista' naqra ittri b'inqas għajjnuna."*

*"Thanks to Iċ-Ċavetta I learned how to read and write in Maltese. This [experience] will help me become more independent since I will be able to read letters with less assistance."*

## **B. Analysis of Training Impact Assessment**

Iċ-Ċavetta had an impact not only on the participants who had benefited from the Project directly but also on the leading and partner organisations, on other clients that the organisations may have apart from the Project's participants, on other Maltese institutions and on the Maltese society at large.

At the Employment and Training Corporation (ETC) for instance, the material is not only being used with mainstream clients, but also with clients with learning difficulties. A particular case is that of the Youth.Inc project, which is led by Foundation for Educational Services (FES). The participants of this project are youths who did not succeed in their academic education (mainstream schooling), due to various reasons. Iċ-Ċavetta therefore served as a stepping stone for these youths and for other ETC clients to overcome literacy

challenges and some clients had actually proceeded to higher literacy levels provided by the Corporation. It is to be noted that Iċ-Ċavetta also moved to other Maltese institutions such as at the MCAST, students at secondary level at State Schools, Parish Centres and youth clubs and local Councils.

Richmond Foundation, an Iċ-Ċavetta partner Organisation used the toolkit to help its clients – vulnerable people with mental health problems challenges. Inspire another partner Organisation used the toolkit to help its clients – vulnerable people with physical special needs and YWCA did likewise with its beneficiaries.

Iċ-Ċavetta also made a difference in the local context since it managed to address a gap that was present in adult literacy. A case in point, the Literacy Level 1 course offered by the ETC, even though very basic, has proven to be difficult to some clients. Therefore the Project managed to better meet the learning needs of vulnerable adults who needed to start learning Maltese from the very basic.

The lives of vulnerable people, apart from having literacy challenges, are usually characterised by social, psychological and/or physical challenges, all of which may lead to unemployment or even to poverty. Iċ-Ċavetta moved closer to people – the Project in fact managed to reach people in the community since literacy classes were offered within the organisations, enabling a friendly learning environment and avoiding transport issues at the expense of participants. Iċ-Ċavetta provided for other indirect benefits too given that the participants could possibly learn about other services that the leading or partner organisations were offering such as Social Work or Career Guidance or even other training opportunities. The Project also had an impact in breaking down poverty circles related to unemployment and to other social problems since a number of clients actually managed to move to either further education or to employment. Employment and education, the ultimate targets of Iċ-Ċavetta, mean moving away from poverty.

In terms of benefits of the programme given the costs Iċ-Ċavetta Programme not only managed to meet the literacy needs of participants; it managed to do much more in terms of increasing the self-esteem and self-confidence of participants, helping participants to build new social networks, and facilitating the pathway to lifelong learning and employment. It is to be noted in fact that 33.8% of participants were either in employment or furthering their studies six months after they completed Iċ-Ċavetta literacy training.

#### **C. Minutes of Meetings: Evaluation and Recommendations**

Minutes of Meetings with Educator, Partner Organisations, and Subcontracted Literacy Expert were always recorded to evaluate the toolkit and programme and the project as a whole, and to make recommendations for future related work and use of toolkit.

#### **D. EU Foreign Country Partner**

The EU partner's contribution from Estonia was made in a PPT presentation during the final conference explaining similar work carried out by the Estonian University Department in adult literacy and training.

#### **E. Lessons learnt through the use of the toolkit**

This section aims to evaluate a number of lessons that were learnt through the use of the toolkit. For the purpose of this analysis, a random sample of trainers's feedback was chosen.

Trainer 1 stated that the participants that attended her class hardly knew the alphabet. With the help of book one 'Indaħħlu l-Ċavetta fis-Serratura' the participants started recognising the sound of each letter with the examples that were given. Obviously certain letters had to be repeated several times. Trainer 1 added that something that she personally included was the reading of some simple sentences which really motivated the participants. The fact that after only a few weeks the participants could read raised their self-esteem.

Trainer 2 claimed that the material developed through l-Ċavetta was very professional. It was well-thought and it met the needs of adult trainees and it also gave some useful tips to trainers to create interesting sessions for their students. The flashcards were particularly useful especially for trainees who needed to start from the alphabet. The CD was also interesting, yet he pointed out that some letters are repeated several times in the same exercise which therefore lead to a repetitive exercise.

Trainer 3 pointed out that his trainees varied in ability and motivation to learn. Some trainees needed to start from letter recognition while others needed practice on reading, understanding and writing words or small sentences. He added that the use of games, pictures, powerpoints and interactive boards made the course very interesting and attractive to trainees.

#### **Conclusion of Impact Outcome Assessment, Analyses and Evaluation**

It is evident from the impact assessment that l-Ċavetta Project was successful in terms of meeting the various basic literacy needs of vulnerable adults.

It is hoped that this impact evaluation makes a difference in any future continuation of the Programme or in the development of similar initiatives.

#### **Award**

Il-Kunsill Nazzjonali tal-Ktieb awarded the l-Ċavetta toolkit first prize (kotba 2010) in the category of Texts Books in a ceremony held at Castille in the presence of the Prime Minister and the Minister for Education.

#### **Promotion**

Fr Vincent Magri SJ, the project leader was invited in various local TV stations including the TVM to explain the benefits of the toolkit. Fr Magri contributed in several seminars to explain the aims and use of the toolkit. The l-Ċavetta, featured in the Yearbook of the Society of Jesus "Jesuits" – 2012.

## **Section B – The Way Forward**

### **A. Assessment and Analysis of the Training Impact**

The Paulo Freire Institute and the Employment and Training Corporation (ETC) are now using Iċ-Ċavetta material in the delivery of most of their literacy sessions. The material developed by the Project, has proven to be very successful with service-users as although it deals with very basic elements of literacy, the exercises are specially aimed for adult learners. Similarly, the Richmond Foundation and the Inspire are using the toolkit at present and plan to continue using the material developed by the Project when need arises.

Unfortunately however, due to copyright issues, the leading and partner organisations are finding it very difficult to reprint the material and this is severely affecting its continued use in the literacy sessions delivered. It is therefore hoped that a solution is found to reprint the material developed through the Project so that more service-users could make use of such practical material. On another note, it is suggested that, if possible, an electronic version would be available so that the trainers can choose the exercises they require and adapt more easily to the trainees' needs. An electronic version would also help to avoid waste of printed material. One other suggestion would be to print laminated books so that the material could be used several times for better Project sustainability and to protect the environment. Lastly, it is suggested that similar material could developed for adults to learn basic English.

Use of objective testing, Analysis of results and feedback reports on progress of learners from the trainers, educators and facilitators were the sources on which this report is drawn up.

### **B. Project Evaluation**

It is recommend that the material developed through Iċ-Ċavetta project will continue to be used within other organisations that assist vulnerable adults. These insitutions may include the Cordin Correctional Facilities (CCF), Drug-Rehab centres and MCAST, the latter offering the Pathway Basic Programme and various Foundation courses and third country nationals especially irregular migrants who happen to be residing on the Island.

Although Iċ-Ċavetta managed to reach and even exceed the expected results, illiteracy is a challenge for many other individuals in Malta. It is therefore suggested that similar programmes on a lager scale are developed. However in order to continue this Project or to develop similar initiatives on a larger scale, funding would be needed once again. Moreover it is recommended that more local stakeholders work together in similar literacy-related initiatives to have more professional perspectives in darfting and implementing programmes on a larger scale. Other stakeholders may in fact include the Centre for Literacy

at the University of Malta and the Directorate for Lifelong Learning of the Ministry of Education.

At times the link between adult literacy and employment is not that clear. Clients might lack information about the employment opportunities in the labour market and they might also lack job-search skills and soft skills. In fact, professional Career Guidance services could be developed and included in any future initiatives to better assist vulnerable clients in their transitions to employment.

Reports of evaluation meetings with trainers

Foreign counterpart's feedback on evaluation and way forward

## Conclusion

It is evident that the leading and partner organisations, the trainers and the participants are in general pleased with lċ-Cavetta toolkit and it has become such an important part of the Maltese Literacy resources in the local context. The majority of participants enjoyed learning basic Maltese in such a flexible and fun way. This toolkit is a result of a lot of dedication, commitment and teamwork and it is hoped that lċ-Cavetta Project will be extended or that similar initiatives will be developed to assist adults in literacy, ultimately to facilitate transitions to further education or employment.

---

Fr Vincent Magri SJ

Project Leader ESF 3.66

NB Mr. Vincent Magri was the Project Administrator of "lċ-CAVETTA ESF 3.66".

## References

lċ-Cavetta Adult Literacy Project. Retrieved from  
<http://www.cavetta.org.mt/eng/index.phpPfi>

Leading and Partner Organisations' End of Project Reports.

Richmond News. Richmond Foundation Journal. Issue 43, 2012.

Trainers' Learners Progress and End of Course Evaluation Sheets.

## SAVINGS ON THE PROJECT - 31st January 2012

Components	Allocation as per Addendum No 1	Invoices Claimed	Savings
Project Administrator	18750	18750	46 0
Training Staff Costs	28398	14043.42	14354.58
Expert on Literacy	2542	2542	0
Rent of Venue TTT	981	980	1
Rent of Cenuue Conf.	439	350	89
Hiring / Leasing Equip.	800	190	610
Adverts	1321	1225.79	95.21
Banners	968	967.6	0.4
Folders	472	472	0
Weblink	2000	2000	0
Software/printing	48716	48716	0
Des & Prod of CD	16800	16800	0
Dup. of CDs	1180	1180	0
Flights to Estonia	1995	1995	0
Subsist. In Estonia	1261	1261	0
Flight to Malta of EU	1180	800	380
Subsist. In Malta	1074	120	954
<b>TOTAL</b>	<b>128877</b>	<b>112392.81</b>	<b>16484.19</b>
		112400.81	16476.19

## IL-HAJJA TAX-XOGHOL

**IL-HAJJA HI SABIHA U BIEX DEJEM TKUN ISBAH TRID TAHDEM HALLI TAQLA' U JKOLLOK BIEX TAGHMILHA ISBAH.**

**Ghadna nifilhu nahdmu** u aktar ma nahdmu aktar naqilghu u jkollna biex naghmlu l-hajja isbah.

**Biex tahdem trid tkun taf taghmel xi haga.** Int x'taf taghmel????

**Tista' titharreg** u aktar ma tkun taf aktar tista' issib xoghol tajjed u ahjar u li jqallghek iktar flus.

**Ix-xoghol jaghmilna nhossuna kburin** b'dak li kapaci nghamlu, kuntenti u nhossuna nizviluppaw u nikbru.

**L-aktar nies li jsibu xoghol u jsibuh malajr** huma dawk li jfittxuh huma stess u kull fejn ikunu jghidu li qed ifittxu x-xoghol u x'xoghol qed ifittxu.

Pero il-pajjiz taghna ghandna ISTITUZZJOINI - post imwaqqaf bil-ligi f' l-1990 biex jghinek issib ix-xoghol jigifieri **ETC - Il-Korporazzjoni tax-Xoghol u Tahrig**, Hal Far jew fil- Job Centres taghha, Il-Belt, Il-Birgu, Il-Mosta u r-Rabat, Ghawdex.

**Tirregistra** – tfisser lest li nahdem u jekk hemm bzonn nitharreg

**Preferenzi tax-xoghol** – X'xoghol tixtieq issib?

**Employment Advisor** – Biex jghinek issib ix-xoghol

**Il-Gimgha tax-xoghol** f' sieghat – 40 siegha

**Paga Minima Nazzjonali** – Mhux inqas minn:

2007 – Full-time fil-gimgha Lm 59.63 u r-Rata tal-Part-time, mhux inqas minn Lm1.49 is- siegha.

2008 – Full-time fil-gimgha Lm59.63 +LM1.50 ta' l-gholi tal-hajja = Lm61.13 (€142.43) u r-Rata tal-Part-time, mhux inqas minn Lm1.53 (€3.56) is-siegha.

**Kuntratt tax-Xoghol Indefinit**-Bla limitu-ghal kollox. *Definit* ghal periodu fiss pe ghal sena.

**Part-time** – Dritt ghal-beneficcji pro rata bhall-leave u l-bonus.jekk tahdem ghal aktar minn 8 sieghat fil-gimgha jew taqla' aktar min €17.47 (Lm7.50) fil-gimgha.

**Il-Bolla tas-Sigurta' Socjali** – Insurance kontra zminijiet koroh u ghandha tithallas minn kull min jahdem. Min jahdem full-time jew part-time, ihallas wiehed minn kull ghaxra ta' dak li jaqla'. Min jahdem ghar-rasu jhallas wahda minn tlett tipi ta' bolla skond ma'



jaqla'. Cempel SPIC 159 biex tkun taf liema. Il-bolla tintitolak bi dritt għall- beneficcji tal-qgħad, mard, korriment, disabbilta', invalidita' u pensjoni tas-superstiti u ta' l-eta'.

**Ir-Relief** – Ghajnuna Socjali biex ma taqax fil-poverta' – tinghata biss wara li tghaddi minn test finanzjarju tad-dhul kollu tiegħek u ta' dawk li jghixu flimkien miegħek fl-istess dar.

**L-Etika tax-Xogħol** – hemm Drittijiet (x'għandu jkollok) u hemm Dmirijiet (x'għandek tagħmel).

**Referenza tajba** mingħand min kont taħdem miegħu tiswielek hafna.

**Il-Vantaggi tax-xogħol bil-ktieb** – beneficcji tal-qgħad, mard, korriment, children's allowance, marriage grant, pensjoni tal-invalidita', tas-superstiti, u ta' l-eta'.

**L-izvantaggi tax-xogħol bil-mohbi** – titef id-drittijiet li kull haddiem għandu għal beneficcji kollha. Anqas l-ebda tip ta' leave ma jkollok. Issir skjav ta' min ihaddmek

**L-importanza tat-tahrig fis-snaġġa u l-literizmu** fil-qari, kitba (Malti u Ingliz), numri u fil-kompjuter.

#### **Numri tat-Telefon u Websajt Importanti**

ETC - Operator 22201100 – biex iqabdek ma' l-ufficjali li tixtieq.

ETC - Employment Services Division 22201201 – biex jghinuk issib ix-xogħol

ETC - Training Services Division 22201301 – biex jghinuk titharreg

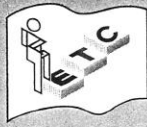
ETC - Support Services 22201550 – biex jghinu lil min għandu xi disabbilta' jew kien jjeħu d-drogi, jew kien il-facilita' korrettiva ta' Kordin.

ETC Website [www.etc.gov.mt](http://www.etc.gov.mt) issib fiha l-vakanzi tax-xogħol prezenti u anki kull tip ta' kors b'xejn għal min ikun qed jirregistra.

**SPIC** – Servizz għal kull ma' għandu x'jaqsam mas-Sigurta' Socjali bħal p.e. beneficcji, cempel 159 jew idhol fuq il-websajt [www.spic.gov.mt](http://www.spic.gov.mt) jew mhur l-Ufficju Distrettwali tad-Dipartiment tal-Familja u Solidarjeta' Socjali fir-rahall tiegħek jew qribu.

**Labour Office tad-Dipartiment ta' L-Impiegi u Relazzjonijiet Industriali**, 121 Melita Street, Valletta għall kull ma' għandu x'jaqsam mal-kundizzjonijiet tax-xogħol p.e. pagi, hinijiet u leave. Cempel 21224245/6.

Victor Mifsud  
2 ta' Gunju 2008



## TAGHRIF DWAR KIF GHANDEK IĠĠIB RUHEK WAQT U WARA L-INTERVISTA GHAX-XOGHOL

*Ipprova kun naturali kemm tista'. Min ser jagħmel l-intervista jrid ikun jaf jekk intix l-aħjar persuna ghax-xogħol u jkun irid jagħtik ċans li turih. Il-punti li gejjin ta' min jiftakarhom.*

### Waqf l-Intervista

#### X' għandek taġġmel

- ✓ asal fil-hin (jew ftit qabel)
- ✓ ipprova idher fl-aħjar tiegħek
- ✓ tbissem
- ✓ għid il-verità – kun onest
- ✓ ipprova ma tagħtix x'tifhem lil min qed jagħmillek l-intervista li inti fuq ix-xwiek
- ✓ kun preċiż fit-tweġibiet
- ✓ ipprova sib bilanċ bejn li tkun nervuż jew artab
- ✓ meta titkellem haress lejn min qed ikellmek
- ✓ iċċara l-punti li ma tkunx fhimt tajjeb
- ✓ ippreżenta l-punti u/jew il-mistoqsijiet tiegħek b'mod ċar
- ✓ saqsi mistoqsijiet relevanti

#### Evita li

- ✗ tapplika għal xogħol li ma tixtieqx taġġmel
- ✗ tmur għall-intervista b'kunfidenza żejda jew b'mod każwali
- ✗ tibza' minn min jagħmel l-intervista
- ✗ tikkritika l-aħħar bniedem li haddmek
- ✗ tpejjep
- ✗ tidghi jew titkellem hażin, l-anqas l-icken kelma
- ✗ targumenta
- ✗ issaqsihom int flok isaqsihuma
- ✗ tiġbed l-attenzjoni fuq xi haġa li int ma tafx taġġmel, jew inkella tipprova tiskuża ruhek għaliha. Kun pożittiv
- ✗ isemmi terzi persuni biex timpresjona
- ✗ tivvinta kwalifiki jew kapacitajiet li m'għandekx biex timpresjona

### Wara l-Intervista

Aħseb dwar dak li saqsewk, f'hix mort tajjeb u f'hix mort hażin. Tgħallim minn kull intervista u mmira li tkun għaref iktar.

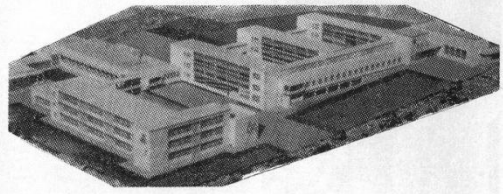
**Jekk ix-xogħol ma jinghatax lilek, ipprova ifehem għaliex. L-importanti hu li ma taqtax qalbek jew ttitlef il-kuraġġ. Uża l-esperjenza għal darb'ohra.**

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*The Official Opening  
of  
St Joseph Secondary Technical School  
and  
its dedication to  
St Joseph, the Worker*

*Tuesday, 30th April, 1963*

**PRAYER OF DEDICATION**

O Mqaddes Patrijarka Gużeppi, li f'idejk kienu mhollija Gesù, l-Iben t'Alla u Ommu Marija, ahna, s-Surmastrijiet u l-Istudenti ta' din l-Iskola, illum irridu nqeghdu solennement l-Iskola taghna taht il-harsien tieghek. L-hsieb li Inti ghajjixt bil-qdusija ta' ghemilek u bix-xoghol ta' drieghek lill-oghla żewġ persuni li qatt rat id-dinja, jimliena bit-tama fik. Irridu nkumu tieghek u nahdmu mieghek, biex ahna u dawk li jiġu warajna nilhqu l-ghan li ghalih twaqqgiet din l-Iskola: li taghti lil Malta Nsara fidili u ċittadini imharrġa u siewja għall-gejjieni taghha. Ieqaf maghna fit-tigrib tal-hajja, seddaq it-tagħlim taghna u wassalna fis-suċċess li bih naghmlu għieh lilek, El din l-Iskola u lil Art Twelidna.

Imprimatur  
Datum in Curia Archiepiscopalis Melitensis  
die 9na Aprilis, 1963  
† EMANUEL GALEA  
Ep. Tituli in Asia  
Vic. Gen.

**COMMEMORATIVE TABLET**

ST JOSEPH SECONDARY TECHNICAL SCHOOL  
TO COMMEMORATE  
THE OFFICIAL OPENING OF THIS SCHOOL BY  
THE HON. MINISTER OF EDUCATION  
DR ANTONIO PARIS  
AND ITS DEDICATION TO ST. JOSEPH THE WORKER  
BY  
HIS GRACE THE METROPOLITAN ARCHBISHOP  
MGR SIR MICHAEL GONZI  
ON THE 30TH APRIL, 1963  
THE HON. DR GIORGIO BORG OLIVIER  
BEING PRIME MINISTER

**SCHOOL HYMN**

Music by N.N. Words by J.M. Tosta

1. In - au - mu fieg taħt il-fer - ra - na deħ  
2. In - qu - mu fl-is - ta - dja, f'logħa tagħ - na; nit -

qa - na, fer - ra - na flim - kien, għax kienetna in - furti u naghmlu ma dū  
fieg - gu fil - maħ u ta - dja, bax niks - bu l-is - ta - dja; nit -

ghaj - na jst - aħ - bu ma - zżewġ, bax ngħallu għet - art - na - hu seħħna li  
tut li jst - fak - kru u ta - għet, li naghmlu winkabbiru - wissadqu biġem

Faħ - soħna can - brin

nish - ru bla finem - , bla waq - fien, in - qu - mu naghmlu ja w - għet  
il - na u b'għet - al fer - riet, in - qu - mu naghmlu nit -

in - ja wer - ra ta mit - tieg - ta Ma - tin, fir - xjen - ta u fidu - ta u  
al - bu li fer - ra jst - aħ - bu kull shem, li naghmlu winkabbiru -

flar - ti, lojn għet - ta fer - rit - na hen jun; wħek naghmlu għet - ta bax  
in - ja il - ti - di, is - ta - dja u naghmlu in - ghaj - ta u dja - ta

l'art - ta in - ku - mu wħek jst - aħ - bu w - għet - in wħek  
fit - rau par - sen San Gużep - pi, il - Mad - drem in -

naghmlu l - għet - ta bax Ma - tin in - ku - mu wħek jst - aħ - bu w - għet - in  
ghaj - ta u dja - ta in - fit - rau Tiar - sen San Gużep - pi, il - Mad - drem

*mente et manu*



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JOHN BONNICI, Senior Art Master and sculptor of the statue of St. Joseph the Worker, was born on the 4th September, 1932. He began his studies at the Government School of Art in 1945. Then, he studied at the Accademia di Belle Arti, Rome, gaining the Diploma for Sculpture of the Rome Academy of Fine Arts, after four years. He is the holder of the Diploma of the Scuola della Ceramica and of the Scuola della Medaglia of Rome.

He also studied at the Accademia di Belle Arti, in Perugia and at the University of London Institute of Education.

GIOV. MUSCAT & CO. LTD. — MALTA — PRINTERS.

## —PROGRAMME—

- 5.40 p.m.  
Arrival of the Director of Education.  
— Guard of Honour by the School Scout Group.
- 5.50 p.m.  
Arrival of the Hon. Minister of Education.  
— Guard of Honour by the School Scout Group.
- 5.55 p.m.  
Arrival of the Hon. Prime Minister.  
— Guard of Honour by the School Scout Group  
— Innu Malti.
- 6.00 p.m.  
Arrival of His Grace, the Metropolitan Archbishop.  
— Guard of Honour by the School Scout Group  
— Rhythmus Pontificius (Gounod).
- 6.10 p.m.  
Low Mass said by His Grace.  
— Offering of books and instruments by the students.  
— Thanksgiving by His Grace.
- 6.40 p.m.  
His Grace, the Archbishop, delivers a short address.

- 6.50 p.m.  
Unveiling of the statue of St. Joseph, the Worker, by the Hon. Prime Minister.  
Blessing of the Statue by His Grace.  
— School Hymn by the Choir.  
Dedication of School to St. Joseph.  
— Prayer of dedication read by the Headmaster.  
— Blessing of School premises.

- 7.00 p.m.  
The Headmaster invites the Hon. Minister of Education to declare the School officially open.  
— Address by the Hon. Minister.  
— Unveiling of the Commemorative Tablet.

- 7.15 p.m.  
The Director of Education thanks the Archbishop and the Hon. Prime Minister and the Hon. Minister of Education.

SCHOOL HYMN

INNU MALTI

*With the participation of the School Choir and Orchestra.  
Under the direction of Paul Ascjak.*

### ORGANIZING COMMITTEE

*Chairman:* Mr. C. J. Cuschieri A.M. (Amer.) I.E.E., A.M.I.Mar.E., F.R.S.A.

*Vice Chairman:* Mr. F. Charles.

*Hon. Secretary:* Mr. L. A. Farrugia B. A. (Hons.)

*Members:* Rev. J. Abdilla B.A., Lic.D., Dr. R.V. Abdilla B.A., LL.D., Mr. P. Ascjak, Mr. A. Bonnici, Mr. J. Bonnici Dip. F.A. (Rome), Rev. F. Cachia, Mr. J. Camenzuli, Mr. A. J. Caruana, Mr. G. P. Caruana, Mr. V. Ciano B.Pharm., M.R.S.H., Mr. E. Ellul B.A., B.D., Mr. F. Depasquale B.A., L.P., Mr. V. Sammut, Dr. J. Schembri B.A., LL.D., Mr. I. Serracino Ingloft and Mr. J. M. Testa.

*Hon. Treasurer:* Mr. J. C. Scerri.



**THE METROPOLITAN  
ARCHBISHOP**

*H. G. Mgr. Michael Gonzi.  
K.B.E., G.C.O.J., D.D.*

**THE HON. MINISTER  
OF EDUCATION**

*Dr. Antonio Paris M.D.*



**THE DIRECTOR  
OF EDUCATION**  
*Chev. J.P. Vassallo  
O.B.E.*



**THE HEADMASTER  
OF THE SCHOOL**  
*Mr. C. Cuschieri,  
A.M. (Amer.) I.E.E.,  
A.M.I.Mar.E. F.R.S.A.*

**THE HONOURABLE  
PRIME MINISTER**

*Dr. Giorgio Borg Olivier,  
LL.D.*



**THE HON. MINISTER  
OF WORKS & HOUSING**

*Dr. Joseph Spiteri, LL.D.*



**THE DIRECTOR OF  
PUBLIC WORKS**  
*Mr. S. Mangion,  
O.B.E., B.Sc.,  
B.E. & A., A. & C.E.*





## IL- ĠRUS MAGHOUTA

Shop : X' inhi u għallfejn turaqgħer il - Ġrus magħquda

Form

IV

Metodu

Diskussjoni

'Aids'

1. Stampa tal- bandiera tal- Ġrus magħquda
2. Chair bir- tlett shopjiet tal- Ġ.M.
3. Is- Ser tal- belli li tkompli f' malta nhar il- 25 Anniversarju tal- Ġ.M.
4. Stampa tal- Annuncjatur mal- jienem tal- Ġ.M.
5. Stampa tal- M.C.A.S.T.
6. U.N.I.C.E.F. Cards.

Itin

140 minura

Introduzzjoni

1. Rappreżentant il- bniadar f' bieb il- Beltu madwar il- funtana fl- 24 ta' Ottubru?
2. Li- studentki jgħid li murija bandiera tal- Ġ.M.

Zvilupp

1. Għaliex fl- aktar għajnejha li Ottubru jkun hemm dah il- tizzjoni f' bieb il- Beltu?
2. Hawn introduci l- ewwel shop tal- Ġ.M. - G.P.A.U 1945 - Spiccar il- Gwerra. Għalhekk tal- gwerra u x' kelli f' malta. 24 ta' Ottubru d- dala tal- turaqgħil tal- Ġ.M.



3. 'Char' me2 bir-tlett shopijur tal-G.M. mivottla  
mal-Blackboard (B/O) - PACI, PROCESS, GUSTAZZA Spjegazzjoni

4. Nibbes din l-informazzjoni fuq il-B/O.

- (i) Fejn korraddet il-G.M. : F.S. Francisco
- (ii) Nombri ta-pajji l-wegħdu : 51
- (iii) Membri prezenti : 150
- (iv) Għ. kwartieri ġenerali fejn : F. New York.

5. Malta membru? meta saret? : 1/12/64.

6. Sehem Malta fl-G.M.

L-idea ta l-wiezi pacifiku tal-quest il-batari  
mijjara Malta.

Hidma fawn il-Palestini, ani

Kontra l-Apartheid.

Għ-Kaz Malta - Libja fl-konkall tas-Sigurtà (Chart me4)

7. Għ-Annus magħfuda tiffin li Malta.

Fl-bini tal-MCAST permezz tal-UNESCO  
Charter 505 savija li studenti

L-ILO għin tal l-għajma bix kwagrat  
doh li kien magħfud għala l-G.I.T.C. morsa.

Diversi Esperti miġgħuta Malta mill-G.M.  
bix jgħidli pariri fuq is-sotta, edukazzjoni,  
kultura, agrikoltura, ekonomija eċc.

Konkluzjoni : Kull Student jista jgħid li mod prattiku  
PRATTIKA. bix l-Shopijur tal-G.M. jgħidli b'li jgħidli  
u jgħidli d-UNICEF 'Greening Cante',

GHELUQ 12. KESSONI

- (i) 41-Punt principalu fl-qosar
- (ii) Flur misheqsijer lil studenti
- (iii) L-Iskudenti ptegru
- (iv) Pnigi 1-bandiera tal-GM.
- (v) Inkab għaxaw sermgi fuq il GM.

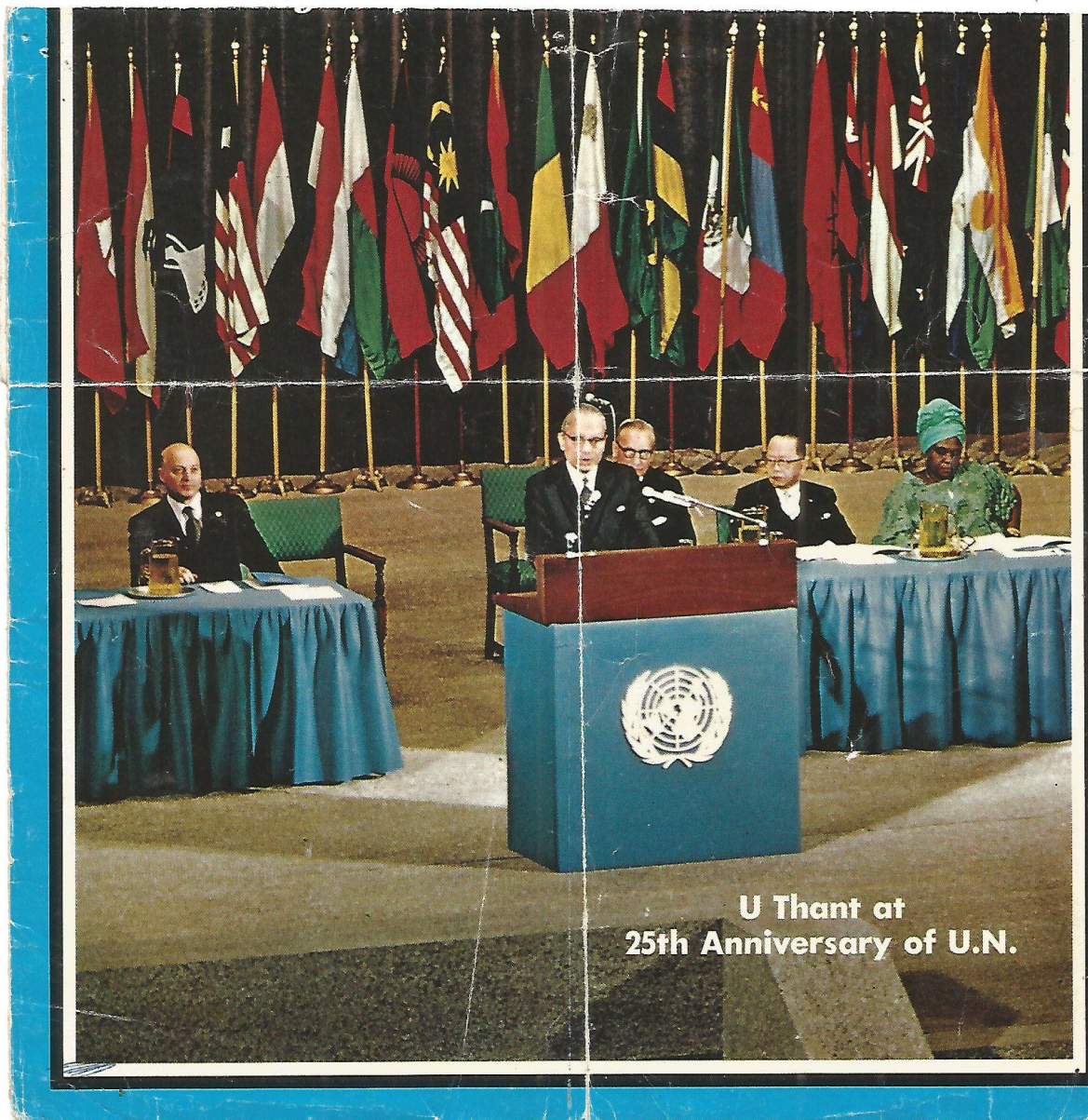
MISTOQSIJET: fuq il-GM

- 1. meta u fejn taragħer il-GM?
- 2. x'inhuma l-chojjer tagħha?
- 3. Semmi xi flur mill-attijiet tal-GM
- 4. x'inhuma wetgħet il-GM għal Malta u Malta għall-GM?
- 5. F'imgħid id-dar x'inhuma l-agenzja spejali tal-GM.

Vicor mifund

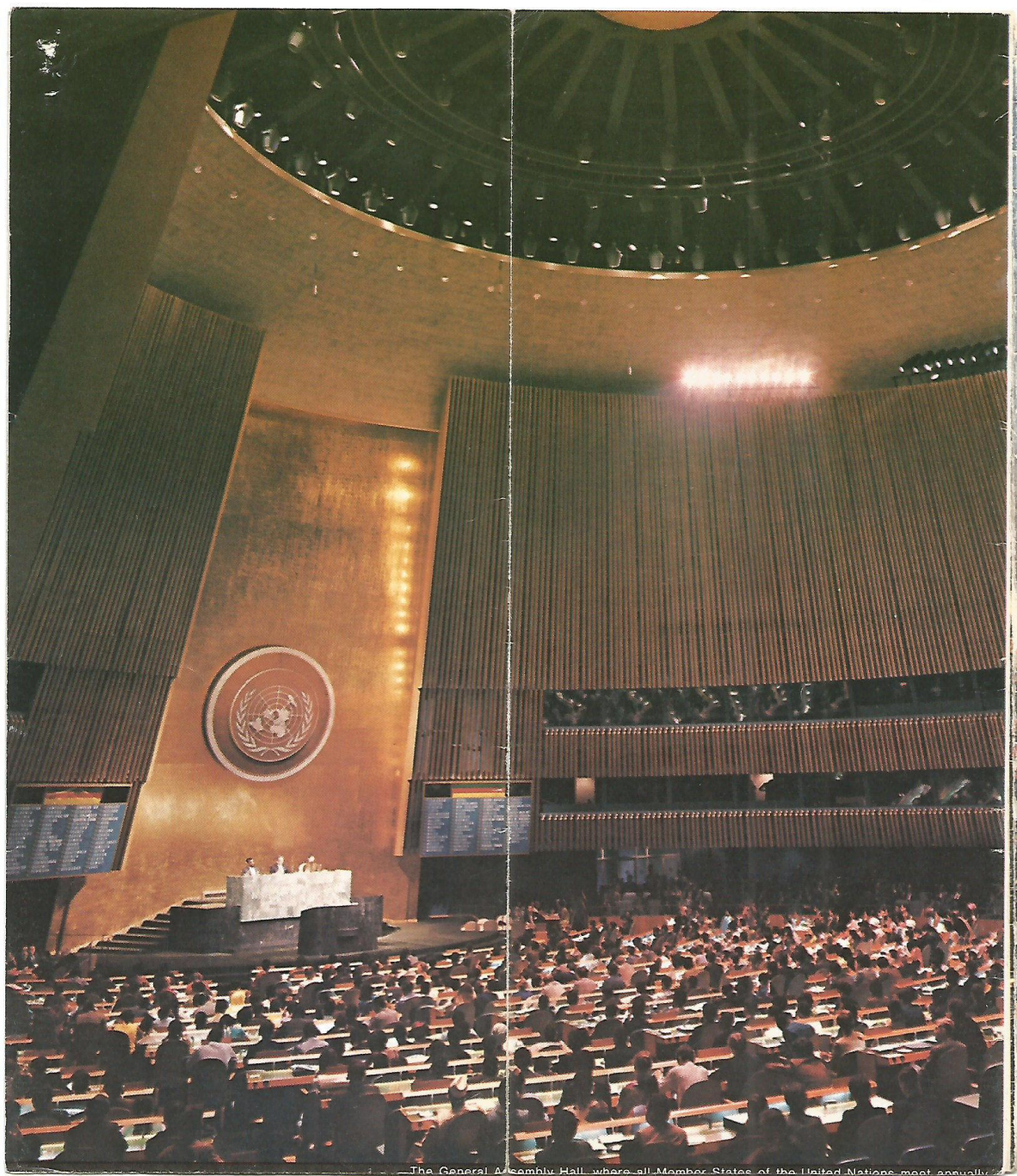
Caradino Boys Sec Sch 'B'.  
Paola





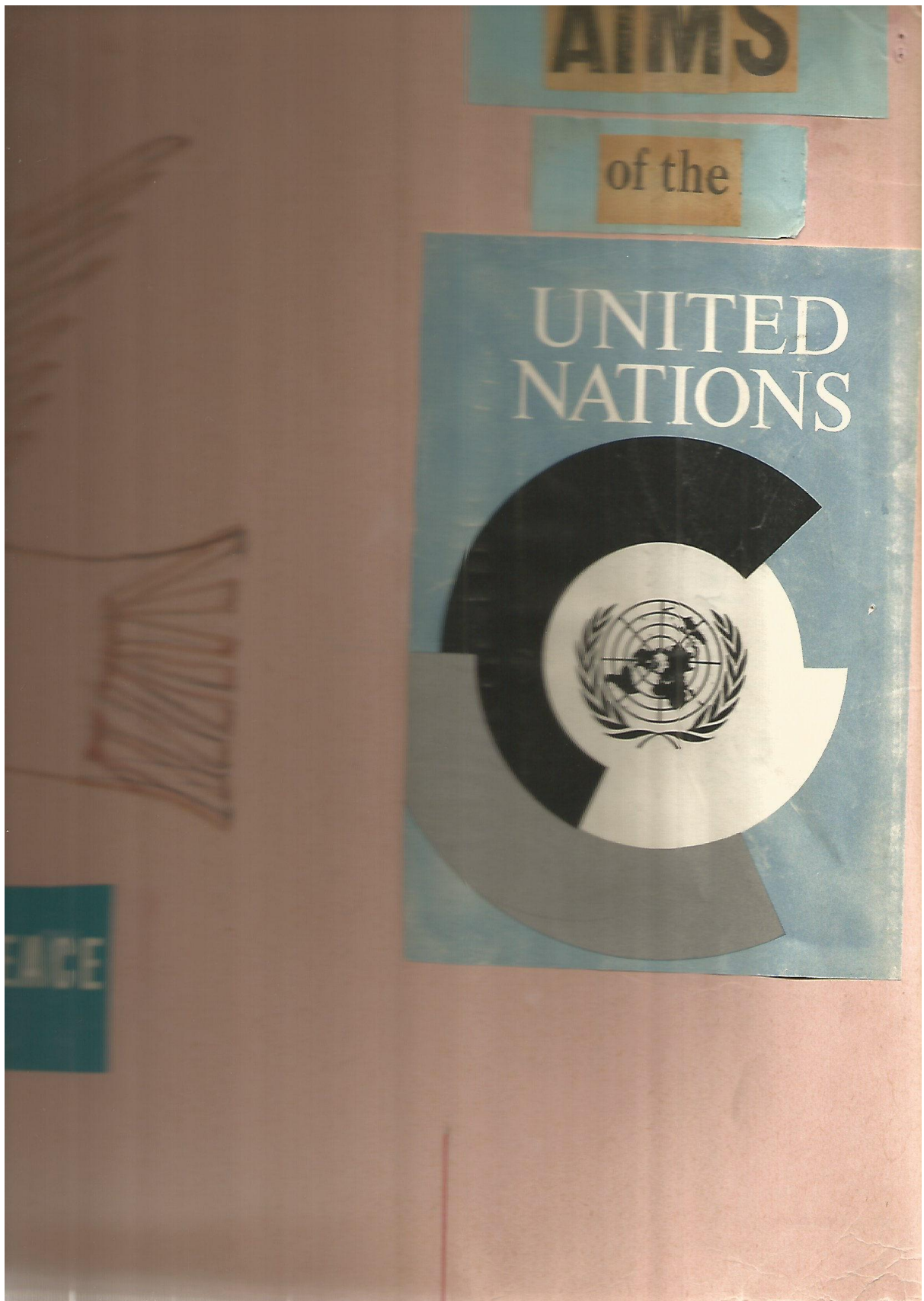
U Thant at  
25th Anniversary of U.N.





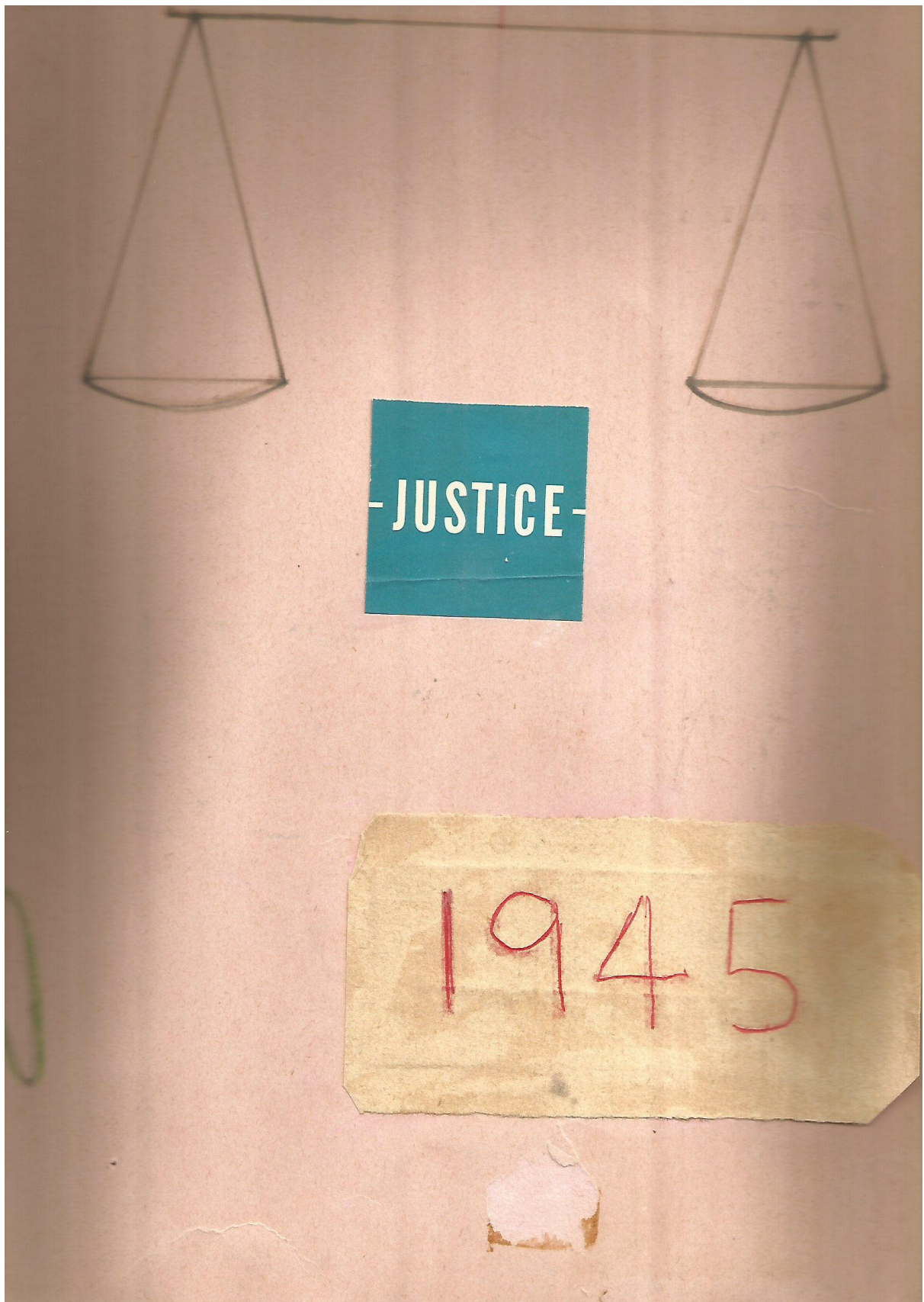
The General Assembly Hall, where all Member States of the United Nations meet annually.









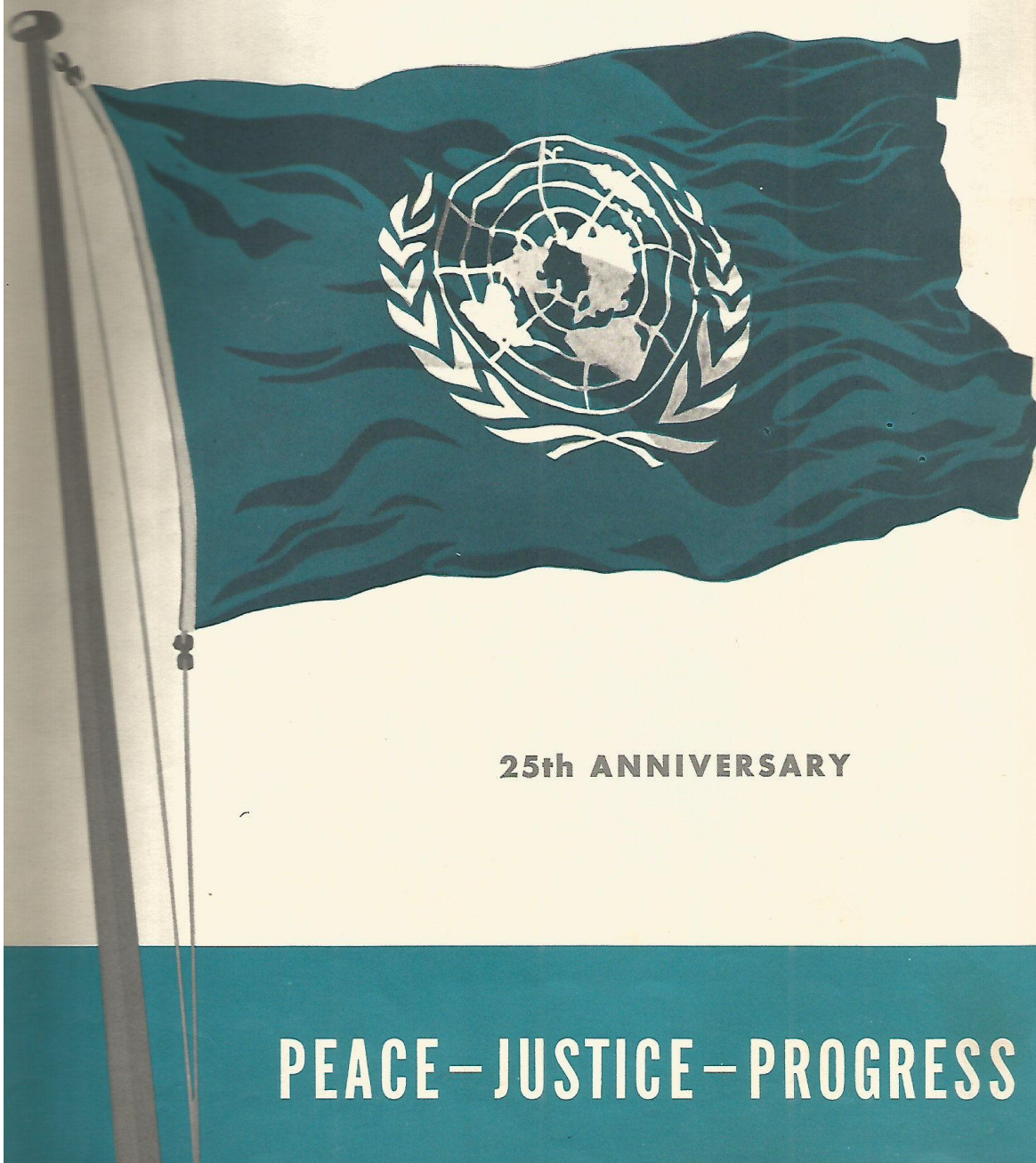






# UNITED NATIONS DAY

**24 OCTOBER 1970**



**25th ANNIVERSARY**

**PEACE—JUSTICE—PROGRESS**



## NOTES ON PLANNING UNITED NATIONS DAY OBSERVANCES IN SCHOOLS AND COMMUNITIES

This year United Nations Day marks the 25th anniversary of the founding of the Organization. It would seem an especially suitable time for schools and communities to study and discuss the purposes and work of the United Nations in perspective: the growth in its membership and responsibilities, its past record, its present position and its tasks ahead. The paragraphs below outline some suggestions which teachers and community leaders might find helpful to consider in planning programmes adapted to the needs and interests of their own localities.

1. A series of school lessons or adult discussion group programmes might be focused around major problems facing the United Nations. These include peace-keeping, disarmament, decolonization, human rights, development, and problems of the human environment. Useful background information on these topics is contained in the 1970 UN Day *Suggestions for Speakers*, obtainable free on request from the nearest United Nations Information Centre.

2. Another approach is for a school class or community group to make a special study of the activities of the United Nations and its related agencies in a particular country, or in a region (such as Africa, Latin America or the Middle East), or the role of one's own country in United Nations affairs.

3. An important event that coincides with the 25th anniversary is the launching of the Second United Nations Development Decade. An interesting booklet, entitled *Action Times Ten*, describes the first 10 years of the work of the United Nations Development programme in helping developing countries to raise the living standards of their people.

4. Another landmark event in 1970 is International Education Year. Some of the programmes that schools and community groups might wish to undertake this year are (a) a student-teacher symposium on the aims of education based on the questions: What kind of a world do we all want? How can education help us to achieve it? (b) an in-depth study of attitudes on racial prejudice and how the school can help to root it out; (c) a study of the environment, emphasizing needed action at the local, national and international levels to overcome air and water pollution, conserve wildlife, and other related matters; (d) support of UNESCO's Gift Coupon Scheme through which your group can help a particular school or adult literacy project from a list drawn up by UNESCO. Details can be secured from the National Commission for UNESCO in your country or from UNESCO Headquarters, Paris 7e, France.

5. This year also marks the 10th anniversary of the General Assembly's historic Declaration on the Granting of Independence to Colonial Countries and Peoples. To oversee its implementation, the Assembly established a Special Committee of 24 members, which meets throughout the year examining information on each dependent territory, studying and hearing petitions and making reports and recommendations to the Assembly. A list of territories which are at present the concern of this Committee is given in the map contained in this leaflet. A special issue of the United Nations magazine *Objective: Justice* (vol. 2, no. 2, April 1970) which is available in English, French, Spanish, Russian, Arabic and Swahili, outlines United Nations work in this field from 1945 to the present day.

6. In 1965, the General Assembly adopted the International Convention on the Elimination of All Forms of Racial Discrimination. Schools and communities might wish to focus special attention on this subject in connexion with Human Rights Day, which is observed each year on 10 December.

7. In primary schools, some of the following activities might be undertaken:

Study the work of the United Nations Children's Fund (UNICEF) to help children live happier and healthier lives and undertake fund-raising projects to aid its programmes.

Plant a "United Nations Tree", with appropriate ceremonies; it would also be fitting to dedicate a tree already growing as the "United Nations Tree".

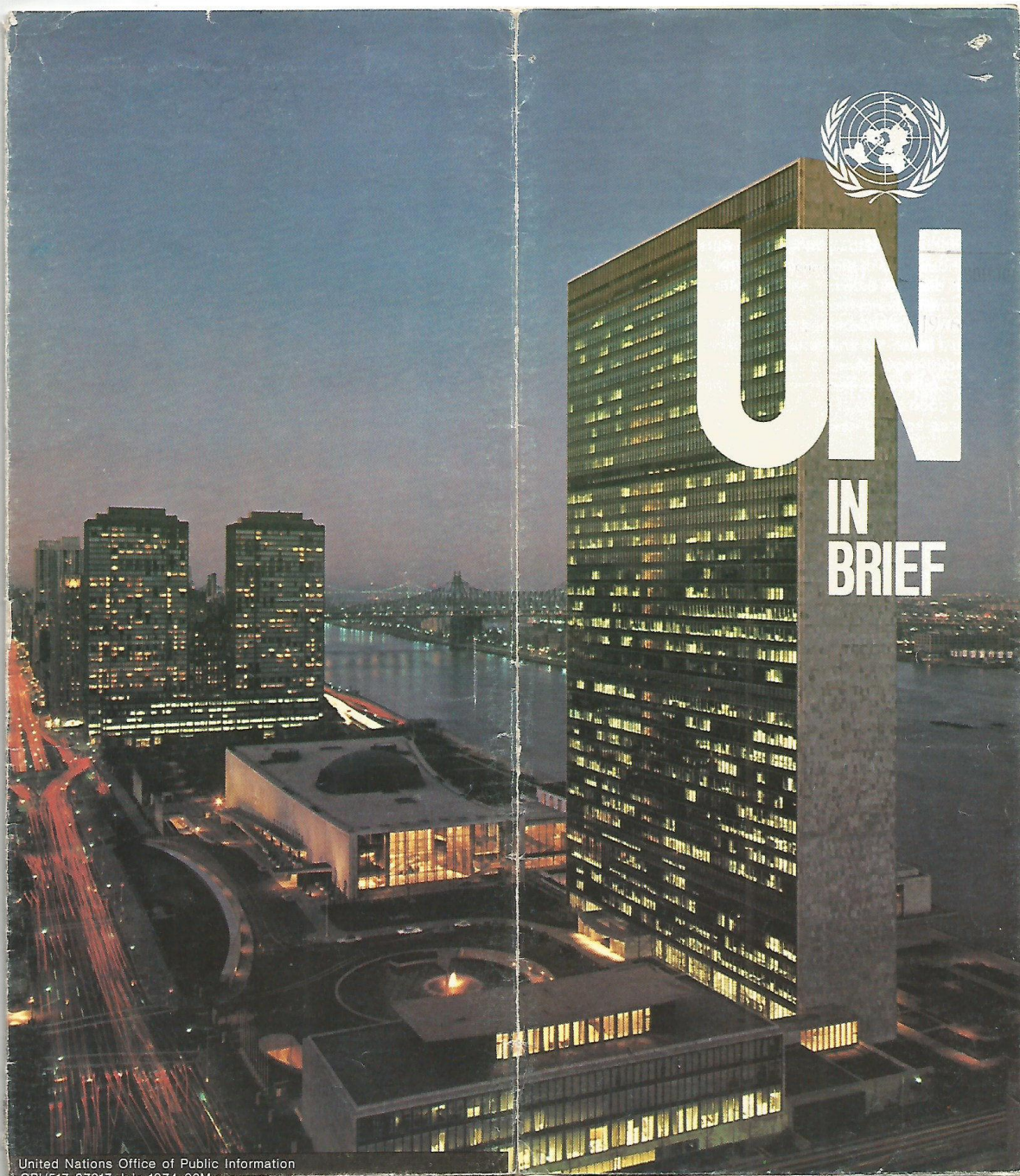
In situations where it would be feasible and useful, start a school garden or a pool-size fish farm, and plan special lessons and demonstrations on healthy food and nutrition.

8. Some school and community organizations make a special project of assembling up-to-date books, pamphlets and other materials on the United Nations and presenting the collection to a local school or public library on United Nations Day.

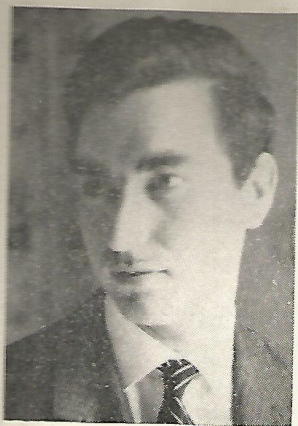
9. The climax of the observances in many communities is a school or civic assembly programme held on United Nations Day. Its special feature might be a play, pageant, or festival of songs and dances; a new United Nations film; a model session of the United Nations General Assembly, Security Council or other organ; or a speech by an outstanding personality with knowledge of the United Nations.

10. Information concerning available study materials, including booklets, films and other teaching aids can be obtained from the nearest United Nations Information Centre or from local or national United Nations Day Committees. Information concerning UNDP projects in a given country can be obtained on request to the UNDP Office located in the capital city in each of the countries and territories marked with a star in the map contained in this leaflet.









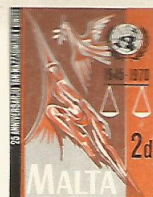
Malta

19th July, 1939.  
studied at the  
Government  
Art, Malta  
years of re-  
sidence (1959-61)  
and for and  
received a four-  
yearship in  
admitted in the 2nd class at the Accademia di Belle  
Arts, 1961, obtained the Diploma in Sculpture in 1964.  
studied ceramics at the "Istituto Statale d'Arte, 1961-62 and  
at the "Scuola delle Arti Ornamentali" 1963-64. Special one-year  
course in sculpture and art teaching, Brighton Col-  
lege, U.K., 1964-65. Other activities include Etching and  
drawing. At present, he is Art Master at St. Theresa Sec-  
ondary School.

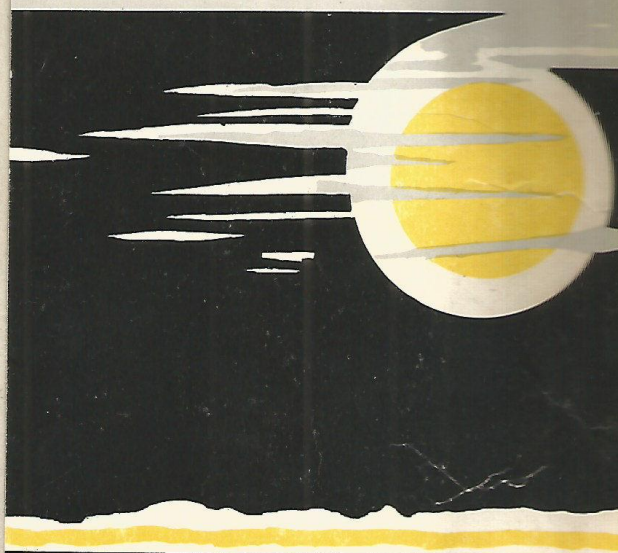
Three one-man exhibitions: at the Bank of Alderney  
Valletta, September 1964, the County Town Gallery,  
London, U.K., October 1966, and the National Museum,  
Valletta, August 1968.

Participated in several collective exhibitions in Rome,  
Malta, including "Malta Contemporary Art Exhibition",  
London, Edinburgh and Valletta (invited artist), 1967-68.  
Prize for sculpture in a collective exhibition held in  
Malta (acquisto), 1962 and the only prize for sculp-  
ture in the "Homage to Dante by Maltese Artists" competition  
1965. He has just won first Prize in the Malta Inter-  
national Fair — Poster Competition 1970.

Locally, works of his are found in U.K., Italy and



25<sup>TH</sup> ANNIVERSARY OF THE UNITED NA



**MALTA**

ISSUES  
STAMPS

On the U.N.  
in 1970





## 1976 - The Law of the Sea



Dear Student,

Never before in the long story of man's association with the sea has he had greater reason to consider it with so much anxiety and so much hope.

Half the world's people now live within 200 miles of the seacoast, with that proportion constantly growing. Twenty-five years from now our numbers will have grown so vastly that we must look to the sea more and more for food, and we should therefore protect its living resources and use them wisely. We must manage, with justice to all, the great mineral wealth which modern technology can now wrest from the ocean floor and from deep beneath its bed. With the same regard for justice, we must concern ourselves with rules to govern navigation of the seas, the air traffic above them and the conduct of scientific investigation in and around them.

In this leaflet you will read about these issues, and about others related to them, with which the United Nations has

been concerned for several years; for among the many tasks of the United Nations to ensure world peace for future generations is the establishment of a law governing the use of the sea in all its aspects, a law which all the nations of the world would respect. The great fundamental principle is that the sea which surrounds us all must be used for the benefit of all.

I hope this leaflet will help you appreciate both the nature of the challenge and its immense importance to you.

Kurt WALDHEIM  
Secretary-General of the United Nations

## UNITED NATIONS DAY 24 OCTOBER



## TO THE TEACHER

### Suggestions for Teaching About THE UNITED NATIONS AND THE SEA

*This guide suggests a few simple ways in which teaching about the United Nations can be approached through a single topic—the Sea. It describes the appeal of the subject to young people, the major themes and where these fit into the primary and secondary school curriculums, and affective approaches and methods. We hope that these examples will stimulate your own ideas on ways to help your students understand the significance of United Nations work.*

#### WHY “The Sea” Offers an Effective Approach to Teaching about the United Nations

The United Nations might appear complicated, static and remote to students when they study only its organizational structure. If, however, they explore United Nations work in an area of interest to them, like the sea and its use, they can appreciate the Organization's central role in the major issues concerning the subject, and its relevance to themselves and to all mankind, now and in the future.

#### WHAT are the Basic Themes

In teaching about any aspect of United Nations work, it is helpful to concentrate on three themes:

- the ideal:** the equal right of each person to a full life
- the reality:** inequities due to individual drives for power and economic gain
- action for change:** the ways individuals and nations can work together to better the lives of all people

*In the case of the Sea, Students can perceive that:*

- the Sea relates to everyone's basic needs and consequently is the concern of all people
- a few countries have dominated the Sea
- through the United Nations, ways are being sought to conserve, develop, and share the Sea's resources

#### WHEN to Teach About the United Nations and the Sea

The United Nations and the Sea can be introduced at various levels in many subject areas.

**The Arts** (literature, fine arts, music): what does the Sea mean to artists in different cultures, and to the students themselves.

**Geography:** how does the Sea affect the lives of people in different areas? How livelihoods are interconnected by the Sea (fishing, sailing, ship building, tourism etc.). How does the geographical position of different countries (land-locked islands, archipelagos, affect their approaches to United Nations debates?

**History or Social Studies:** how has the Sea contributed to the development of a world community? *Using the basic themes described above, students could examine the factors which have led to the proposed international régime for the deep-sea-bed and the United Nations possible roles in the future.*

**Science:** how can science and technology help conserve and develop resources of the Sea? *Students can find out what the United Nations has done to increase the amount of food harvested from the Sea and to control pollution and over-fishing. They can research recent discoveries which show possible new ways in which the Sea might be used.*

**Mathematics:** how can statistics help people to deal with global needs? *Interesting mathematical problems can be constructed from totals of world food catches and marine transport, navigation and mineral resources. Students can assess the*

*importance of United Nations Sea-related statistics in understanding the current world situation and in planning for future needs.*

**Civics:** how can people work together to develop world resources? *Students may examine systems of social organization when communities must share and develop basic resources. Which is given greater importance in United Nations agreements and programmes relating to the Sea: the desire of individuals to take what each can get or the needs of the world community as a whole to preserve resources and use them rationally?*

**Resources.** This leaflet lists some recent work of the United Nations and the Specialized Agencies engaged in maritime programmes. Other up-to-date examples, useful in the classroom, may be found in free or inexpensive publications available from the Office of Public Information, UNITED NATIONS, N.Y. or the nearest United Nations Information Centre.

#### HOW to Relate the United Nations and the Sea to Students' Lives

**The Problem Approach.** In simple ways appropriate to their age levels, students could research their own and other countries' relation to the Sea and then identify concerns common to people in different parts of the world. They could explore inter-connexions between freedom of the sea, defence, trade, oil exploitation and pollution and then note how these also touch upon the needs of rising populations, the consumption of resources by industrialized economies and other areas of United Nations work.

**Active Methods.** Affective learning situations can spring spontaneously from happenings in the lives of students. Also activities such as the following can be planned:

**Economic interrelationships: an inquiry in the local area.** What food and other products in daily use come out of the Sea? are brought via the Sea? by whom? What would life be like without them? What can be done internationally to insure that all people benefit from the Sea?

**Environmental responsibilities: monitoring local pollution.** Research signs of increasing water pollution in your community. What can be done locally to prevent this? Are others outside the community responsible? Which international agreements and programmes deal with this? How do these relate to the problem of pollution of the Sea?

**Social relationships: using the classroom as a microcosm of the world community.** The classroom can be used to show how the behaviour of individuals must be modified when all share a single living space, and that harmony must be sought through discussion and joint action. The class might then consider a Sea-related question, such as “how far out in the Sea can a State claim exclusive fishing rights?”

Through this exercise, students should discover that:

- different people in different situations have different approaches to problems
- agreements require time, skill, flexibility and willingness to put the needs of the community ahead of self-interest.



## Seminar dwar is-Civics



*A. Vickers mprezentat a lezzura ta' din il Seminar, u l-Ewropa u l-fatt li qiegħda sservi ta' centru idejali għal konferenzi u seminars ta' dan il-Kunsill. Okkażjoni reċenti fejn Malta kienet iċ-ċentru ta' attivitajiet bħal dawn kien l-24 Seminar tal-Kampanja għall-Edukazzjoni Civika fl-Ewropa li semmejna aktar 'il fuq u li saret taħt l-awspicji tal-Kunsill ta' l-Ewropa, il-Komunitajiet Ewropej, l-Organizzazzjoni Kulturali ta' l-Ewropa u l-Ministru ta' l-Edukazzjoni, Kultura u Turizmu ta' Malta.*

Mill-Indipendenza 'l hawn Malta qiegħda dejjem tkabar il-personalità u l-individualità tagħha f'oqsma differenti. Eżempju haj huwa s-sehem attiv li qiegħda tiegħu fil-hidmiet tal-Kunsill ta' l-Ewropa u l-fatt li qiegħda sservi ta' centru idejali għal konferenzi u seminars ta' dan il-Kunsill. Okkażjoni reċenti fejn Malta kienet iċ-ċentru ta' attivitajiet bħal dawn kien l-24 Seminar tal-Kampanja għall-Edukazzjoni Civika fl-Ewropa li semmejna aktar 'il fuq u li saret taħt l-awspicji tal-Kunsill ta' l-Ewropa, il-Komunitajiet Ewropej, l-Organizzazzjoni Kulturali ta' l-Ewropa u l-Ministru ta' l-Edukazzjoni, Kultura u Turizmu ta' Malta.

**KO-INCIDENZA**  
Wara d-diskors tal-ftuh miċ-Chairman, is-Sur Carmelo Cuschieri fejn, fost affarijiet oħra, irringrazzja lill-Onor. Ministru ta' l-Edukazzjoni, Kultura u Turizmu għall-preżenza tiegħu, tkellem id-Direttur ta' l-Edukazzjoni, is-Sur Salv. Gatt. Is-Sur Gatt, li kien Co-Chairman tas-Seminar, radd hajr lill-organizza-

zazzjoni tal-hames anniversarju ta' l-Indipendenza. Id-Direttur ta' l-Edukazzjoni irringrazzja, fost nies oħra, lil Mr G. F. Connell, il-Head of Programme and General Affair Division, Direttorat ta' l-Edukazzjoni u l-Affarijiet Kulturali u Xjentifiċi, Kunsill ta' l-Ewropa u lil Mme. A. Ducimetiere, Segretarja Ġenerali tal-Kampanja għall-Edukazzjoni Civika ta' l-Ewropa. Is-Sur Gatt qal li kien bil-ghajnuna kbira tagħhom li dan is-Seminar kien possibbli.

**KOLTURA**  
Tkellem imbagħad l-Onorevoli Ministru ta' l-Edukazzjoni, Kultura u Turizmu, li enfasizza s-sehem siewi ta' Malta fix-xogħol u l-attivitajiet tal-Kunsill ta' l-Ewropa. L-Onor. Dott. P. Borg Olivier fakkar li għal żminijiet twal il-gzejjer Maltin kienu taħt id-dominazzjoni ta' ġnus kulturali li stampaw il-kultura tagħhom fuq art twelidna, b'mod partikolari il-kultura Ewropeja, kultura li wieħed jista' jinnotaha fl-oqsma differenti tal-hajja Maltija. Huwa qal li kien għalhekk xieraq li

**L-Onorevoli Ministru ta' l-Edukazzjoni, Kultura u Turizmu qiegħed jindirizza lis-Seminar.**

u attivitajiet tal-Kunsill ta' l-Ewropa bħalma fil-fatt qiegħed isir mindu ahna ksbna l-indipendenza u s-sovranità tagħna. Malta tappartieni l-aktar lill-kultura ta' l-Ewropa u għalhekk huwa sewwa li tissieheb u taħdem id f'id, li tigbed habel wieħed flimkien man-nazzjonijiet ta' dan il-Kontinent. L-Onor. Ministru semma kemm pajjiżna jhossu kburi li qiegħed irodd is-sehem tiegħu għall-ġid ta' l-edukazzjoni u l-kultura fost in-nazzjonijiet imsieħba mal-Kunsill ta' l-Ewropa. L-Onor. Dott. Borg Olivier semma l-hidma ta' Malta b'lekkisbet l-Indipendenza tagħha u li ahna għandna nhossuna kburi li kontra nazzjonijiet oħra, l-indipendenza tagħna akkwistajniha bl-argumenti u mingħajr tixrid ta' demm. Is-seminar imbagħad tkompla fil-preżenza ta' għadd ta' mis-tednin distinti.

**L-Onor. Dott. C. Caruana qiegħed jindirizza lis-Seminar.**



Participants from 13 Member States  
of the Council of Europe, for the  
European Seminar held in Malta on  
"European Aspects of Civics Teaching"  
in September 1969.



## BACKGROUND INFORMATION ON EXPERIMENTAL LESSON

TO THE PUPILS OF SECONDARY LOWER FORMS  
( 12 - 14 years old )  
on

### YOUTH ORGANISATIONS AND A UNITED EUROPE

1. The aim of the lesson is to introduce the importance of the idea of European Unification through the medium of youth organisations.
2. The reason that youth organisations have been chosen as the medium through which the idea of European Unification will be explained is the fact that the pupils are in close contact with some of these youth organisations.  

Thus considering that these pupils are between 12 - 14 years of age, such an idea as that of European Unification has to be approached from a concrete angle, of which the pupils know because they are in contact with, in order that the idea be properly understood
3. The pupils have prepared a PROJECT on youth organisations in their town or village, thus acquainting themselves with the various types of youth organisations. To prepare this project they have visited the various youth clubs inquiring about their aims, activities, set-up and the way they are run. Photographs, press-cuttings and drawings were used to make the project which they compiled.
4. From here it is intended to introduce them to the Council of Europe and its work towards European Unification, through the services of the European Youth Centre.
5. In this way the pupils will come to know what the Council of Europe is, and also become familiar with the idea of European Unification through the services of the European Youth Centre for the youth organisations.
6. The next activity following this lesson would be to invite the pupils to collect as much information as possible about the Council of Europe and its work for European Unification, first in the field of youth work and then in all spheres of life. This will be compiled in another project.
7. The pupils are between 12 - 14 years old and are in Form II of a Secondary Technical School.
8. The native language of the pupils is Maltese but teaching is done in their second language which is English.
9. Colour slides on the Council of Europe and on Youth Organisations will be used as visual aides during the lesson, to supplement the teachers explanation. This will be shown on a daylight screen. Charts with the main points of the lesson will also be used.

*Centre Européen de la Culture*  
**CAMPAGNE D'ÉDUCATION CIVIQUE EUROPÉENNE**

VILLA MOYNIER - 122, RUE DE LAUSANNE - GENÈVE (SUISSE)

24th Seminar of the Campaign for European Civic Education

on

"EUROPEAN ASPECTS OF CIVICS TEACHING"

(to pupils from 12 to 18)

organised under the auspices of the Council of Europe, the European Communities, the European Cultural Foundation and the Ministry of Education, Culture and Tourism, Malta.

Date :	September 21 - 27, 1969
Seminar Centre and Accommodation :	St. Michael's College of Education St. Julian's, Malta - Phone 31673
Participants :	20 from Malta 25 from other European Countries
Working Language :	English (without translation)
Chairmanship :	Mr. S. GATT, Director of Education, Malta  Mr. G.F. CONNELL, Head of Programme and General Affairs Division, Directorate of Education and of Cultural and Scientific Affairs, Council of Europe, Strasbourg
Organisation :	Mr. Carmelo F. CUSCHIERI, President of the Malta Society of Arts, Manu- factures and Commerce, President of the Organising Committee, Malta  Mme A. DUCIMETIERE, General Secretary of the Campaign for European Civic Education

880/67

EUROPEAN CIVICS SEMINAR  
ST MICHAEL'S COLLEGE  
MALTA

6<sup>th</sup> October, 1969.

Dear Mr Mifsud

It has been decided to publish in book form the lectures, programme and list of participants of the European Civics Seminar.

The text of your experimental lesson "Youth Organizations and a United Europe" is required for inclusion.

Would you kindly forward as early as possible:

- (a) the text or main points of your lesson - preferably the former
- (b) your photograph - not smaller than passport size
- (c) a short autobiographical note.

Many thanks and kind regards,

Yours Sincerely,

*Guido Saliba*

(G. Saliba)

Secretary  
Organizing Committee.

Mr Victor Mifsud,  
1, St Francis Street,  
Zejtun.

Mr. Victor Mifsud who was born at Zejtun, Malta in 1939, studied at the Dockyard Technical College. He joined the Malta Government Education Department in 1961, read Politics and Economics at Plater College, Oxford and now he is the Head of the Civics Department at the St. Joseph Secondary Technical School, Paola. He is also a member of the Youth Advisory Committee of the Ministry of Labour.

Mr. Mifsud is the President of the Malta Youth Consultative Council, which is the federation of the national voluntary youth movements in Malta. In this capacity he participated in various European Seminars at the Council of Europe and other European Capitals. He led the Malta Delegation at the 7th Assembly of the World Assembly of Youth held in Liege, Belgium in August 1969.

1, St. Francis Street,  
Zejtun.  
11th October 1969

Dear Mr. Saliba,

With reference to your letter of the 6th October herein I enclose the information asked for. But I must take this opportunity and thank you and your committee for the excellent organisation of the Seminar.

Many thanks and best regards,

Your sincerely ,

Victor Mifsud

Mr. Guido Saliba,  
Secretary, European Civics Seminar,

### DRAFT RECOMMENDATIONS

Participants from 13 Member States of the Council of Europe met at St Michael's College, Malta, from the 21st to the 27th September, 1969, to discuss the problems of civic education within a European context for pupils from 12 to 18 years of age.

Particular themes treated were:

Malta and Europe - by the Hon. Dr G. de Marco, Malta  
The Situation in Europe Today - by Dr R. Mayne, Paris.  
Necessity of Civics and European Education - by  
Mr Ronald F. Salomon, Edinburgh.  
The role of the Teacher of European Civics - by  
Professor S. Busuttil, Malta.  
Some Swedish Experiences in Civics Teaching - by  
Mr Ake Talls, Sweden.  
Audio-Visual Aids at the Service of Education - by  
Mr Wilhelm Langeveld, Netherlands.  
European Thinking and Action in the field of civic  
education; the need for documentation and the  
facilities available - by Mr George F. Connell of  
the Council of Europe.

The Conference was conducted under the Chairmanship of Mr Connell and Mr Cuschieri.

Participants were unanimously agreed on the success of the conference and that it was due in no small measure to the warmth and generosity of their Maltese hosts, which went far beyond the normal standards of hospitality.

For the purpose of the discussions, the conference accepted the definition of civic education laid down by the Council of Europe in the following terms:-

"The preparation of young people for an understanding of modern society and their common cultural heritage and for their active and responsible participation in community life."



At the conclusion of the Seminar, participants unanimously adopted the following recommendations:-

### Curricula

A coordinated programme of civic education should be a feature of every school curriculum and its importance should be recognised by an adequate allocation of time. In planning the syllabus due prominence should be given to social, economic and political questions, both national and international.

### Training

A pre-requisite of successful civic education is that teachers should be adequately trained in at least some of the following subjects: Economics, the Political Sciences, Sociology, Contemporary History and Geography.

Moreover they should be able both to operate and to exploit modern audio visual aids.

Good results have been achieved in many countries by employing group methods of teaching. ~~Training~~ <sup>in these</sup> methods is ~~essential~~ <sup>important</sup> if pupil initiative and participation is to be encouraged.

### Methods

Teachers should be at liberty to choose topics adapted to the needs and aspirations of the pupils but they should be aware of the dangers of over-simplification of complex issues.

The atmosphere in the classroom should be ~~as~~ <sup>such</sup> relaxed and informal <sup>as to</sup> as possible so that pupils may be encouraged to discuss subjects freely.

Civic education should not consist merely of the purveying facts but should explore the causes behind those facts.

/ ....



As the pupil matures it is possible to extend his outlook from his immediate surroundings, to the nation, then to Europe and the World. Nevertheless, by taking concrete examples from his everyday life, it is possible to show pupils of all ages, the interdependence between his own and other communities.

+ Mass Media  
European Aspects

Pupils should be made aware through all appropriate subjects that they are part of the European family of nations and share a common cultural ~~of~~ heritage.

In dealing with the international aspects of civic education, ~~the movement~~ <sup>teacher should</sup> towards European unity should be given its due prominence as a vital factor in contemporary affairs.

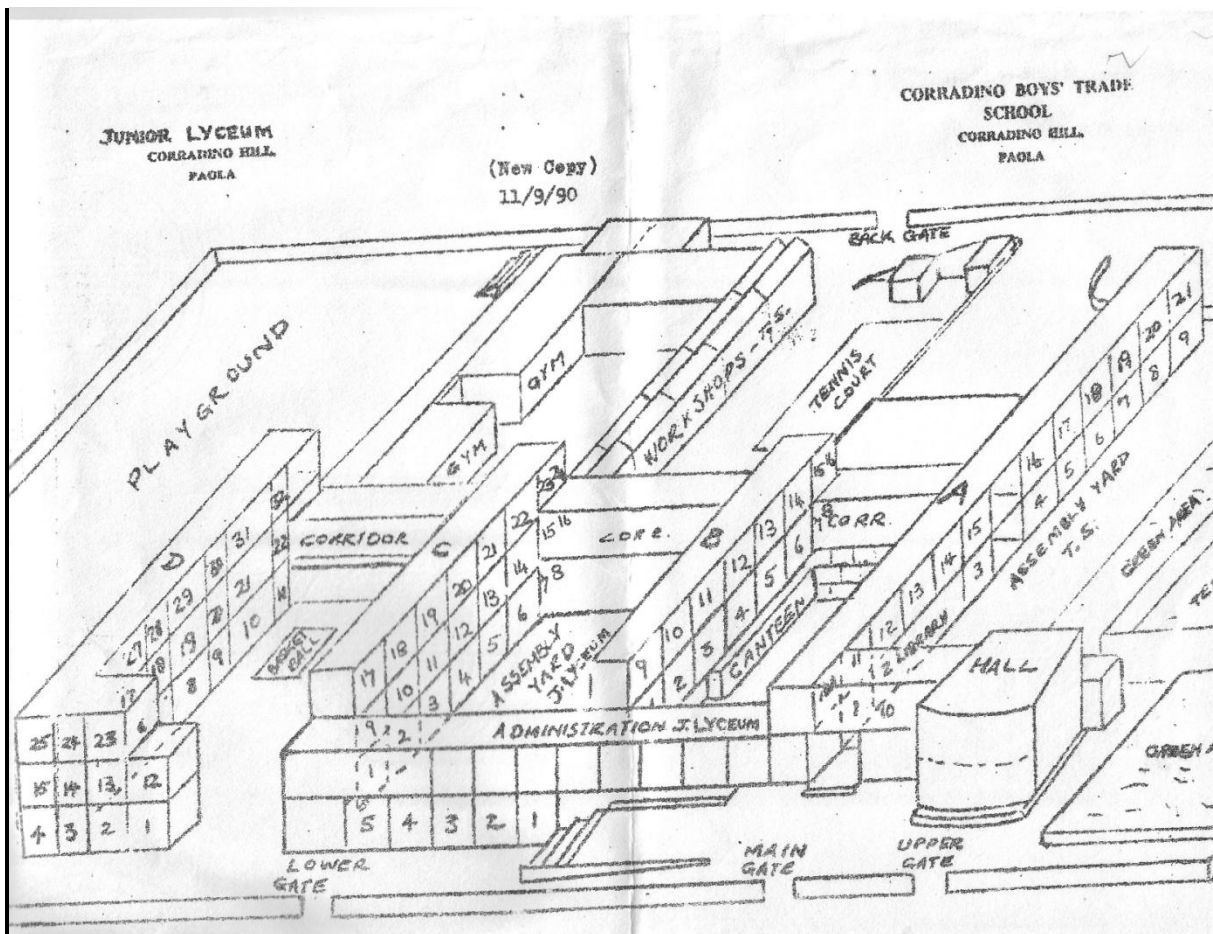
#### General

In order that teachers should be able to discharge their task effectively, support in the form of adequate supplies of audio-visual aids, source material and background material is necessary. These are not a luxury but a necessity and the supply position at present is far from satisfactory.

To keep teachers abreast of changing situations, in-service training should become a regular feature of their professional life. So far as the European aspects of civic education are concerned, international organisations should supplement national action in this respect.

The work of European organisations in this field and particularly their publications ~~should~~ should be made more widely known. This requires greater support both from Governments and from Teachers Organisations.

-----





## LICEJO TAS-SUBIEN SAN GUZEPP - RAHAL GDID

Numru tat-telefon: 826280

### REGOLI TA' L-ISKOLA

Dawn ir-regoli huma t-triq li biha l-istudent ghandu jizviluppa ahjar ir-rispett lejh innifsu, lejn shabu u lejn is-superjuri tieghu u lejn kull min jahdem biex l-ambjent fejn wiehed jitghallim ikun dejjem isbah u ahjar.

1. Kilem baxx, dagha, laqmiqiet u qlajja fuq haddiehor imorru kontra dal-principju. L-istudenti ghandhom jobdu dejjem l-ordnijiet li jircevu minn ghand min hu fuqhom u m'gandhom qatt jirrispondu b'mod li juri nuqqas ta' rispett lejn l-awtoritajiet. Kull min ikollu xi difikulta' ghandu jfittex l-ghajnuna ta' l-ghalliema jew ta' l-amministrazzjoni ta' l-iskola.
2. L-indafa personali hija mportanti hafna. Student li jirrispetta lilu nnifsu ghandu jara li jkun dejjem nadif u liebes sewwa. (Dwar l-uniformi ara aktar l-isfel).
3. Huwa mportanti hafna li kull student jiehu hsieb il-propjeta' kollha ta' l-iskola. Bil-kelma propjeta' wiehed jifhem dak li hu ta' l-iskola u dak li hu ta' shabu. Hadd ma jista' jkteb fuq bankijiet, siggijiet u hitan, jittfa' gebel u jilaghab bil-ballun fil-klassijiet jew fil-kuruduri. Kull min jaghmel il-hsara irid ihallas ghalha. L-iskola kollha u l-klassijiet ghandhom jinzammu nodfa. Min ikollu karti, fliekken tal-plastik u hwejjeg ohra x'jarmi jittfahom fil-'waste paper baskets'.

### L-UNIFORMI

1. Kull student ghandu jilbes l-uniformi shiha kif jidher hawn taht, kull hin li jkun l-iskola. Jekk student ma jodbidx dan jinghata twissija u mat-tieni darba jintbaghat lura lejn id-dar.
2. Fix-xitwa l-uniformi hija hekk: qmis beige u ngravata ta' l-iskola, qalziet u blazer hodur u fuq il-glekk il-'badge' ta' l-iskola. Min jilbes gerzi ghandu jara li jkun dak ta' l-uniformi, jigifieri ahdar. Meta tkun ix-xita jew hafna bard hemm anoraks apposta li huma l-kulur ta' l-uniformi. Il-kalzetti ghandhom ikunu ta' kulur beige jew abjad.
3. Fis-sajf l-uniformi tkun: t-shirt beige bil-badge ta' l-iskola mwahhla mal-but taghha, qalziet ahdar u minghajr ingravata.
4. Iz-zraben ghandhom ikunu ta' kulur iswed jew kannella. Zraben ta' l-isports, jogging shoes u hwejjeg ohra bhal dawn jintlibsu waqt il-hin tal-loghob biss jew waqt il-lezzjoni tal-P.E.
5. Ix-xaghar ghandu jkun maqtugh kif jixraq liż-zaghzagħ serji ta' Junior Lyceum. L-iskola zzomm id-dritt li min jigi b'xi haga stramba jintbaghat lura d-dar wara li jkun inaghata twissija.

6. L-uniformi ta' l-iskola tinkludi wkoll il-kit tal-P.E. li jrid jintilbes dejjem waqt il-lezzjonijiet tal-P.E. biss u fl-ebda hin ieħor.

7. Hadd ma jista' jiġi l-iskola b'xi misluta ma widintu. Jekk isir dan l-awtoritajiet ta' l-iskola jehdulu l-misluta u jtuha biss lill-ġenituri ta' l-istudent meta dawn jiġu għaliha.

#### XOGHOLTAD-DAR/EŻAMIJET/TESTIJET

1. Kull xogħol li l-ġalliema jagħtu b'lekk isir id-dar għandu l-għan li jgħin lill-istudent jirrevedi dak li jkun sar fil-klassi. Għalhekk kull xogħol tad-dar għandu jsir sew u bl-attenzjoni. Fuq kollox għandu jkollu preżentazzjoni tajba u jintradd lura fil-hin.

2. It-testijiet u l-eżamijiet għandhom jittiehdu bis-serjeta'.

#### MGIEBA

1. Hadd mill-istudenti ma jista' johrog fil-kuruduri bejn lezzjoni u oħra jekk mhux bil-permess ta' l-ġalliema. Meta jkun hemm bżonn li l-istudenti jmorru f'xi klassi oħra jew għall-P.E., kullhadd għandu jimxi flimkien bl-ordni u mingħajr ġiri. Fit-Tuck Shop b'mod speċjali, kullhadd għandu joqgħod filliera waħda inkella l-ġalliema li jkunu fil-post jistgħu ikeċċu li min ma jiġibx ruħu sew u ma jhallux jixtri.

2. Hadd ma jista' jiekol waqt il-lezzjonijiet. Fl-ebda hin m'hu permess li wiehed jkollu iċ-chewing gum jew il-bubble gum f'haiku.

3. Waqt il-hin li jkunu qed jistennew l-ġalliema jasiu bejn lezzjoni u oħra, l-istudenti għandhom jibqgħu bil-qiegħda f'pothom, ihejju l-kotba għall-lezzjoni li jmiss u jobdu lill-Prefect tal-klassi (li jixraq lura kull rispettu u għajnunah) sa ma jasal l-ġalliema.

4. Radjijiet, cassette recorders, walkmans, pilloli ta' kull xorta u sigarretti huma pprojbti fl-iskola. Min jkollu xi haġa minn dawn mingħajr permess tittehidu u tingħata lura biss lill-ġenituri.

5. Kull student huwa responsabbli ta' l-affarijiet li jkollu fil-basket. Għalhekk huwa mportanti li pinnen, calculators u hwejjeġ bħal dawn ikunu mmarkati sewwa b'lekk jintilfu jkunu jistgħu jistabu b'mod aktar faċli. Fuq kollox huwa mportanti li l-istudenti ma jkollomx hafna flus jew oġġetti li jswew hafna flus fil-basket.

6. Jekk għal xi raġuni speċjali xi hadd jkollu bżonn iġib miegħu xi oġġett minn dawk imsemmija fin-numri 4 u 5, għandu jthom lis-Surmast ta' l-iskola jew lil xi wiehed mill-assistenti tiegħu biex jinżammu fl-uffiċċju u jintraddu lura skond il-bżonn.

#### ATTENDENZA / PUNTWALITA'

1. L-istudenti ghandhom ikunu l-iskola fil-hin ghat-talba u hadd ma jista' jittaq mill-iskola qabel tmiem il-lezzjonijiet. Min ikollu b'zonn johroġ għal xi raġuni lrid iġib nota ffirmata mill-ġenituri li fiha jghid għaliex għandu b'zonn johroġ.
2. Importanti wkoll li jekk xi hadd jagħmel appuntament ma' xi tabib jara li jekk ikun possibbli dan isir f'hin barra minn dak ta' l-iskola biex ma jintilfux lezzjonijiet bla b'zonn.
3. Dawk li jfallu l-iskola għal gurnata jew tnejn minhabba mard ghandhom iġibu magħhom nota ffirmata mill-ġenituri fl-ewwel jum li jiġi l-iskola. Jekk xi hadd ifalli għal tlett ijiem jew aktar, meta jiġi lura l-iskola għandu jġib miegħu ċertifikat tat-tabib. In-nota jew iċ-ċertifikat ghandhom dejjem jingħataw lill-Form Teacher.
4. Jekk xi hadd ikollu b'zonn isiefer matul is-sena ta' l-iskola jinhtiegħu permess speċjali li jingħieb mid-Dipartiment ta' l-Edukazzjoni, il-Furjana.
5. L-istudenti huma mheggin biex jiehdu sehem fl-attivitajiet li l-iskola torganizza għalihom minn żmien għali-iehor. Kull student għandu jzomm quddiem għajnejh li dawn l-attivitajiet huma parti mportanti mill-edukazzjoni u l-iżvilupp tal-kultura personali tiegħu.

Huwa mportanti hekk li kull student li juża t-trasport ipprovdut mill-istat jifhem li l-karrozzi huma parti mill-iskola. Għalhekk dawn ir-regoli jghoddu għal kull hin li l-istudent ikun liebes l-uniformi anti jekk ma jkunx fil-bini ta' l-iskola. Fl-karrozza ikun hemm 'bus prefect' meħtur apposta u li għandu r-responsabbiltà li jara li l-ingieba ta' shabu tkun dejjem korretta. Hu mportanti hekk li wieħed jifhem li l-'prefect' għandu d-dmir li jirrapporta lill-awtoritajiet ta' l-iskola kull nuqqas ta' ingieba tajba skond l-istruzzjonijiet mogħtija lilu. Minn naha l-oħra jekk l-istudenti flimkien mal-ġenituri jikkoperaw u josservaw dawn ir-regoli ma jkunx hemm hteġa li jingħataw kastigi.

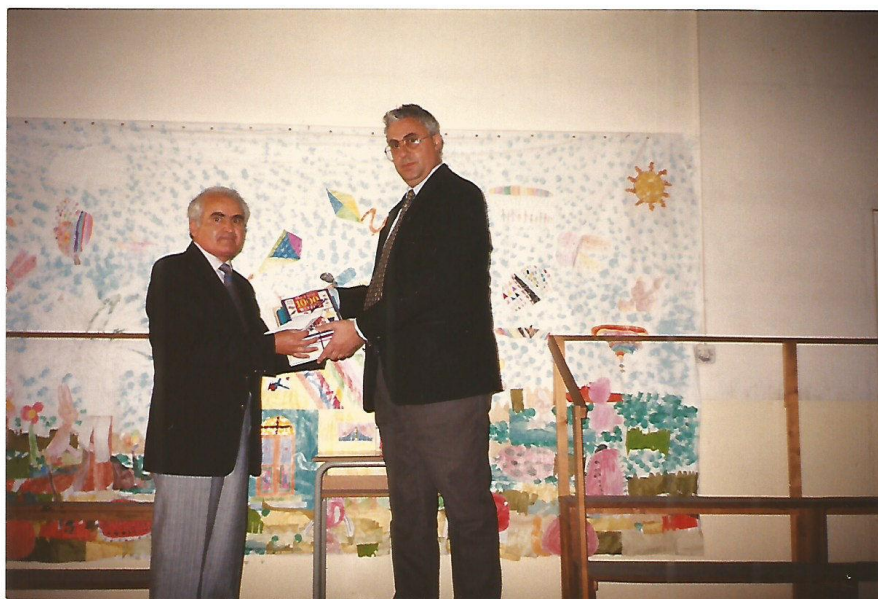
\_\_\_\_\_ Aqta' Hawn \_\_\_\_\_

Niddikjara li qrajt dawn ir-regoli u li se nagħmel hilti biex nobdihom.

Isem ta' l-istudent u Klassi \_\_\_\_\_

Firma ta' l-istudent \_\_\_\_\_

Firma tal-Ġenituri \_\_\_\_\_





## Appendix Chapter 9 Scans

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GOVERNMENT OF MALTA

SCHOLARSHIP CERTIFICATE

Ref. No

1. Name: *Mr. Victor Mifsud.*
2. Grade: *Emergency Teacher*
3. Date of departure: *26th September 1964*
4. Course and place of study: *Course in Social Studies - Catholic Workers College, Oxford.*
5. Duration of Scholarship: *1 Academic Year*
6. Nature of Scholarship and source of funds: *Govt. Sponsored. Malta Govt. Funds.*
7. Financial details of Scholarship:
  - (a) Salary \* *N/C*
  - (b) Subsistence allowance *45/- per night for the first 9 days & 30/- per night thereafter*
  - (c) Dependants' allowance *N/C*
  - (d) Outfit allowance *N/C*
  - (e) Travel expenses *Return air fare Malta/London/Malta railway fare London/Oxford/London, and expenses directly connected with course.*
  - (f) Tuition expenses *as per bills permitted by College.*
8. Payments to commence from: *26th September 1964*
9. Advance payments made prior to departure: *Single air ticket Malta/London, subsistence allowance up to 25.00.64*
10. First payment of salary due on: *n/a*

This Certificate is issued by the Establishments Division of the Office of the Prime Minister, Malta.

\_\_\_\_\_  
Under Secretary  
(Establishments)



Magdalen College Oxford.



College Group Picture 1965



Christchurch College Oxford



Plater College Library

PLATER COLLEGE - OXFORD 1964-65.







Enjoying A Tennis Match With Emmitt (Irish) Near College On Boars Hill.





Plater College Football Team in Green Strips With Heythrop College Team



In Light Blue Jerseys And Servites In Dark Green Jerseys



My Best Performance Scoring Four Goals In A 6-2 Win Against Queen's Coll.







Plater College Junior Common Room, "The Schools" Where We Attended For Lectures And Had The University Diploma Exams.



Grace Dieu, Annexe . Window Of My Room...Top Right...During 1 st Year.



Celebrating On Finishing The Diploma Examinations...At The Fox Inn...1966





# NATIONAL ASSOCIATION OF YOUTH CLUBS

30-32 DEVONSHIRE ST., W.1.

WELbeck 2941-4

V. Mifsud Ssg.  
The British Council  
139. Banelow Moor Rd  
MANCHESTER 20

Dear Mr Mifsud

I am so glad that you are able to join us for our nineteenth residential Spring School for youth leaders to be held at Matlock Training College, Derbyshire this year. I hope that you will thoroughly enjoy the week and find it useful and interesting. A place has been reserved for you in the following Study Group:-

Youth Service in U.K

A copy of the programme is attached together with other items of general interest. I should be grateful if you would return the form asking for details of your travelling arrangements as soon as possible.

If you require any further information, I do hope you will not hesitate to contact me.

Yours sincerely,

H. Haywood  
Education Officer

Encs.

- 1) \* għat mtefki.
- 2) 81 - Nons fih għat mtefki.
- 3) Your idea of ~~the~~ the College.
- 4) L-~~għat~~ għat hema diversi Teaching, Journalism  
partecipazzjoni f'bidni Soġdi ekonomiċi u politici.

Is - Sur Victor Mifsud magħ - Zgħir  
għadu kien għat mtefki id ~~D.P.E. Oxon.~~  
id - Diploma f' Ekonomija u x - Xjenza Politika  
mill - Università ta' Oxford. jgħid D.P.E. Oxon.  
Dan wara li hema għat mtefki hema ta' hema  
fi Plater College Oxford, fuq 'Scholarship'  
tal - Għat Mtefki. Is - Sur Mifsud beda  
l - karrera hema għat mtefki 'apprentice' id -  
doġard mtefki hema wara sbea sbea  
u dattat hema mal - Għat Mtefki. ~~hema~~ <sup>lett - sbea</sup> ~~hema~~  
hema għat mtefki hema dan l - scholarship.

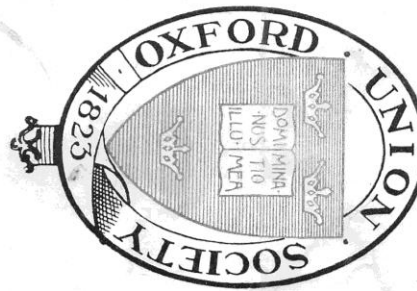
Mtefki xgħir jgħid dan l -  
hema ~~is - Sur Mifsud~~ għat mtefki hema dattat hema jgħid  
rutee ~~għat mtefki~~ <sup>għat mtefki</sup> Soġdi ta' Malta li magħ  
kellu kull għat mtefki tal - Kunsill tal -  
~~A. Għat Mtefki~~ ta' I.A.M. ~~għat mtefki~~ għat mtefki.

Rigard it - College u l - hema is -  
Sur Mifsud għat mtefki li l - esperiment u l - għat mtefki





EVERY College is self-contained, but the Union is the only centre of University life at Oxford. It began in 1823 as a small debating society, meeting in rooms in members' Colleges; but it was so successful, and the need for a place of their own where undergraduates could meet was so strongly felt, that it first rented rooms, then bought a house and has continued to expand until it now occupies a large site in the centre of Oxford providing all kinds of facilities. But even though more than half the University joins the Union, it has not become an incorporated Students' Union, but still remains entirely independent, the property of its members and run by undergraduates.



## THE SOCIETY'S DEBATES

October 14th

**"The Independence of the Nation State should be the basis of Foreign Policy"**

JOHN JUNOR  
Editor of the *Sunday Express*

J. W. P. MALLALIEU, M.P.  
Under Secretary of State  
for the Navy

October 21st

**"This House has no confidence in Her Majesty's Government"**

THE RT. HON. SIR KEITH JOSEPH,  
M.P., BT.

RT. HON. ROY JENKINS,  
M.P.  
Minister of Aviation

October 28th

**"This House rejects American policy in Vietnam"**

CANON COLLINS  
WILLIAM WARBEY, M.P.

ELDON GRIFFITHS, M.P.

November 4th

**"The time has now come for Britain to lead the Commonwealth into playing a more decisive rôle in world affairs"**

VICTOR MONTAGU  
Formerly the Earl of Sandwich

November 11th

**"Private morality should be of no concern to the State"**

LEO ABSE, M.P.

FATHER TOM CORBISHLEY, S.J.

November 18th

**"British Policy East of Suez is unrealistic and too dependent on the United States"**

JEREMY THORPE, M.P.

THE RT. HON. QUINTIN HOGG,  
Q.C., M.P.

November 25th

### PRESIDENTIAL DEBATE

December 2nd

### FAREWELL DEBATE

**"This House regrets the passing of the amateur"**

THE DUKE OF BEDFORD

*Mr. V. Mifsud* 14328  
is admitted to read in the

BODLEIAN LIBRARY

(ALL READING ROOMS)

(CAMERA AND DEPENDENT LIBRARIES)

until 31.12.65

and has subscribed the Statutory Declaration  
printed on the other side.

*AS*  
ASSISTANT

OXFORD UNION SOCIETY

*This is to certify that*

*MR. V. Mifsud*  
of *Plater Hall*

*has paid the subscription for*

*Hilary term, 1965*

*Steward* *AS*

# OXFORD UNION SOCIETY

Thursday, December 3rd 1964 at 8 p.m.

## TELEVISION DEBATE

Visit of

The EARL of LONGFORD, P.C.

Mr. HUGH MACDIARMID

Mr. HUMPHREY BERKELEY, M.P.

Mr. MALCOLM X

and

President of the Cambridge Union

Question for Debate :

**"EXTREMISM IN THE DEFENCE OF LIBERTY  
IS NO VICE, MODERATION IN THE PURSUIT  
OF JUSTICE IS NO VIRTUE"**

Proposed by THE PRESIDENT

Opposed by Mr. CHRISTIE DAVIES, Emmanuel College, Cambridge,  
President of the Cambridge Union Society

Mr. HUGH MACDIARMID, LL.B., Edinburgh, will speak third

Mr. HUMPHREY BERKELEY, M.P., Pembroke College, Cambridge,  
will speak fourth

Mr. MALCOLM X, will speak fifth

The EARL of LONGFORD, P.C., New College, will speak sixth

*The Division will be taken at the conclusion of the sixth speech*

*Teller for the Ayes*

Mr. Michael Harloe, Worcester

*Teller for the Noes*

Mr. Arthur Hodgson, St. Peter's

25th November 1964  
St. Peter's

ERIC ABRAHAM'S  
President



<b>EMPIRE STADIUM WEMBLEY</b> WORLD CHAMPIONSHIP 1966 Jules Rimet Cup <b>EIGHTH FINAL</b> <i>Stollows</i> SECRETARY, THE FOOTBALL ASSOCIATION <b>WEDNESDAY JULY 13</b> KICK-OFF 7.30 p.m. STANDING 7/6 (SEE PLAN & CONDITIONS ON BACK)	ENTER AT D TURNSTILES <b>ENTRANCE 9</b> <b>EAST STANDING ENCLOSURE</b>	<b>WHITE CITY STADIUM LONDON</b> WORLD CHAMPIONSHIP 1966 Jules Rimet Cup <b>EIGHTH FINAL</b> <i>Stollows</i> SECRETARY, THE FOOTBALL ASSOCIATION <b>FRIDAY JULY 15</b> KICK-OFF 7.30 p.m. STANDING ENCLOSURE 7/6 (SEE PLAN & CONDITIONS ON BACK) TO BE RETAINED	<b>EMPIRE STADIUM WEMBLEY</b> WORLD CHAMPIONSHIP 1966 Jules Rimet Cup <b>EIGHTH FINAL</b> <i>Stollows</i> SECRETARY, THE FOOTBALL ASSOCIATION <b>WEDNESDAY JULY 20</b> <b>EMPIRE STADIUM WEMBLEY</b> WORLD CHAMPIONSHIP 1966 Jules Rimet Cup <b>EIGHTH FINAL</b> <i>Stollows</i> SECRETARY, THE FOOTBALL ASSOCIATION <b>FRIDAY JULY 15</b> <b>EMPIRE STADIUM WEMBLEY</b> WORLD CHAMPIONSHIP 1966 Jules Rimet Cup <b>EIGHTH FINAL</b> <i>Stollows</i> SECRETARY, THE FOOTBALL ASSOCIATION <b>MONDAY JULY 11</b> KICK-OFF 7.30 p.m. STANDING 7/6 (SEE PLAN & CONDITIONS ON BACK) TO BE RETAINED	ENTER AT C TURNSTILES <b>ENTRANCE 14</b> <b>EAST</b> ENTER AT D TURNSTILES <b>ENTRANCE 9</b> <b>EAST</b> ENTER AT C TURNSTILES <b>ENTRANCE 14</b> <b>EAST STANDING ENCLOSURE</b>	
<b>EMPIRE STADIUM WEMBLEY</b> WORLD CHAMPIONSHIP 1966 Jules Rimet Cup <b>EIGHTH FINAL</b> <i>Stollows</i> SECRETARY, THE FOOTBALL ASSOCIATION <b>SATURDAY JULY 23</b> KICK-OFF 3 p.m. STANDING 7/6 (SEE PLAN & CONDITIONS ON BACK) TO BE RETAINED	ENTER AT C TURNSTILES <b>ENTRANCE 9</b> <b>EAST</b> <b>STANDING ENCLOSURE</b>			<b>EMPIRE STADIUM WEMBLEY</b> WORLD CHAMPIONSHIP 1966 Jules Rimet Cup <b>QUARTER FINAL</b> <i>Stollows</i> SECRETARY, THE FOOTBALL ASSOCIATION <b>SATURDAY JULY 23</b> KICK-OFF 3 p.m. STANDING 7/6 (SEE PLAN & CONDITIONS ON BACK) TO BE RETAINED	ENTER AT D TURNSTILES <b>ENTRANCE 9</b> <b>EAST</b> <b>STANDING ENCLOSURE</b>
<b>EMPIRE STADIUM WEMBLEY</b> WORLD CHAMPIONSHIP 1966 Jules Rimet Cup <b>SEMI-FINAL</b> <i>Stollows</i> SECRETARY, THE FOOTBALL ASSOCIATION <b>TUESDAY JULY 26</b> KICK-OFF 7.30 p.m.	<b>EMPIRE STADIUM WEMBLEY</b> WORLD CHAMPIONSHIP 1966 Jules Rimet Cup <b>FINAL TIE</b> <i>Stollows</i> SECRETARY, THE FOOTBALL ASSOCIATION <b>SATURDAY JULY 30</b> KICK-OFF 3 p.m.			ENTER AT H TURNSTILES <b>ENTRANCE 58</b> <b>WEST STANDING ENCLOSURE</b>	<b>EMPIRE STADIUM WEMBLEY</b> WORLD CHAMPIONSHIP 1966 Jules Rimet Cup <b>3RD &amp; 4TH PLACE FINAL</b> <i>Stollows</i> SECRETARY, THE FOOTBALL ASSOCIATION <b>THURSDAY JULY 28</b> KICK-OFF 7.30 p.m.



B.A. (Hons) Econ. Course 1969-72  
A party at Profs S. Busuttill's  
country residence, in Pwales

Please quote

REGD. No.

in any communication relating to this letter SB/jg/140

YOUR REF.



(TEL. SLIEMA 36450-59)

THE ROYAL UNIVERSITY OF MALTA,  
MSIDA.

22nd March, 1971.

*Dear Mr. Mifsud,*

The Department has been running a seminar, for senior students, on Labour and Development in Malta under the guidance of Mr. G. Kester, a senior sociologist seconded to us for one term by the International Institute of Social Studies at The Hague.

In the course of their work, Mr. Kester and his students have carried out an interesting analysis of industrial relations in Malta; and it is therefore thought useful for Mr. Kester to present, before he leaves us, his findings which can then be discussed in a seminar at which persons from the Ministry of Labour Emigration and Social Welfare, from the Trade Unions and from Opposition could express their views.

The seminar will be held at the Arts Auditorium of The Royal University of Malta, Msida, on Saturday, 3rd April at 10.00 a.m., and I would be very happy should you be able to be present.

With kind regards,

Yours sincerely,

Professor S. Busuttil  
Head of Department of Economics

ALTERNATIVE  
INDUSTRIAL RELATIONS  
SYSTEMS FOR MALTA

Proceedings of a Seminar  
held by the  
Department of Economics  
Royal University of Malta

Introductory Paper  
On Alternatives



Gerard Kester  
Vincent V. Farrugia  
John C. Grech  
J.J. LaFerla  
Victor Mifsud

Comments by a Panel  
Concluding Discussion

With a foreword by Professor Salvino Busuttil

Malta 1971

# INDUSTRIAL RELATIONS SEMINAR

## Presentation:

Mr. G. Kester,

Chairman of Industrial  
Relations Programme,  
Institute of Social  
Studies, The Hague,  
Netherlands.

## Students:

Mr. V. Farrugia, Mr. J. Grech,

Economics Students,

Mr. J. LaFerla, Mr. V. Mifsud.

Royal University of Malta.

## The Panel.

### Chairman:

Professor S. Busuttil,

Head, Department of  
Economics, Royal University  
of Malta.

### Members:

Dr. V. Tabone,

Ex-Minister of Labour,  
Emigration and  
Social Welfare.

Mr. J. Attard Kingswell,

Ex-Secretary-General,  
General Worker's Union.  
(now Malta's permanent  
representative at the U.N)

Mr. J. Attard Manche,

Secretary-General,  
Malta Employer's Associa-  
tion.

Mr. G. Callus

Secretary-General,  
Confederation of Malta  
Trade Unions.

Mr. C. L. Farrugia,

Lecturer in Economics,  
R.U.M., Head of  
Projects, M.D.C.

Mr. R. Matrenza,

Malta Labour Party  
Candidate.

Dr. C. Mifsud Bonnici,

Lecturer in Industrial  
and Fiscal Legislation,  
R.U.M.

Dr. J. Muscat,

Nationalist Party,  
Member of Parliament.

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## A L T E R N A T I V E F O U R

### TRIPARTITE NATIONAL BARGAINING WITHOUT PARTICIPATION IN PLANNING

VICTOR MIFSUD

SEMINAR LABOUR AND DEVELOPMENT IN MALTA

ALTERNATIVES FOR DISCUSSION

#### ALTERNATIVE I - PLANT LEVEL BARGAINING

Our industrial relations system is fairly successful but it has to be amended to provide the least minimum of government involvement and the widest participation of workers and management. A centralised structure should be avoided.

The establishment of a tripartite nominated Industrial Relations Commission to govern the system and a properly equipped industrial court is suggested. Legislation should be introduced to enable workers participation in management and share in capital ownership. Collective bipartite bargaining is to remain the backbone of the system and a tripartite national Socio-economic Council should only have an advisory capacity.

Trade organisations should not become involved in actual economic planning. The government should not try to impose a national incomes policy or to place the industrial relations structure in a legal straitjacket.



## ALTERNATIVE II - LEGALISATION OF INDUSTRIAL RELATIONS

The present system of industrial relations is too flexible and industrial strife is apparent. A measure of legislation is proposed to ease the impasses.

First of all the use of the strike weapon should be legally restricted. Secondly collective bargaining should be legally binding. Thirdly secret ballots before deciding on industrial actions should become compulsory.

The legislation should be aimed at establishing the strike weapon as a weapon of last resort and the emphasis should be on legal conciliation.

## ALTERNATIVE III - PARTICIPATION IN PLANNING

Planning has already been accepted in Malta, besides we have reached a stage of development where private enterprise has become very significant. Hence it is proper to involve employer/managers and workers in the planning process. Given that in Malta both trade unions and employers unions are

.. /2

fairly centralized and given that the size of our country is small this is all the more possible.

The setting up of a socio-economic council comprising the interested parties with a view to participate in the process of planning could supply the mechanism to achieve this participation. Yet, it is important that planning should be flexible.

Such planning would have various benefits: the plan would be more realistic. Since workers and managers will commit themselves to the execution of the plan, industrial unrest would be reduced, disparities in different industries, mis-allocation of resources would be avoided, inflation would be prevented and control of the objectives would be reached.

#### ALTERNATIVE IV - TRIPARTITE NATIONAL BARGAINING WITHOUT PARTICIPATION IN PLANNING

It is proposed to have bargaining at the national level, but without participation in planning. In such a system Nation Level Tripartite Bargaining will have to take place based on evidence produced by e.g. a Social Economic Council. This council will establish national norms based on cost of living and national productivity. It will be composed of all interested parties.

Government, employers and employees would agree to abide by the national norms in fixing national general conditions, although some scope for bargaining should be retained at the enterprise level, (articulated bargaining).

The advantages to Malta are that industrial conflicts would be reduced, inflationary tendencies controlled, discontent among different groups prevented and planning made easier.

TRIPARTITE NATIONAL BARGAINING WITHOUT

PARTICIPATION IN PLANNING

Victor Mifsud

That Malta needs to introduce some changes in its industrial relations methods and procedures is to-day an accepted fact by all. Where we differ, as you here already heard from the three previous speakers, is on the method of introducing such important changes.

You have heard a plea for a status quo with slight changes, which in my opinion would still leave each particular sector bargaining what it possible can, irrespective of all the other sectors of the economy.

You have heard a second plea for legalising the whole set up, which I believe would produce too straight a jacket very difficult to be adhered to, besides nearly abolishing the workers' sacrosanct right to strike for a just cause.

You have heard a third plea for complete participation of employer and employee in planning, which I believe is so desirable and ideal but very difficult to achieve for so many reasons pertaining to the three sides.

Consequently I propose a compromise solution that would bring together the advantages of the three previous proposals whilst iron out and simplify the difficulties and

disadvantages.

I propose a system whereby in Malta, we will have bargaining at a National Level, but without participation in Planning. In such a system, National Level Tripartite Bargaining will have to take place based on evidence produced by e.g. a Social Economic Council. This council, composed of all interested parties, will establish national norms based on cost of living and national productivity.

Government, Employers and Employees would agree to abide these national general conditions, although some scope for bargaining should be retained at the enterprise level (i.e. articulated bargaining).

This proposal is a mixture of the Swedish and Italian systems of Collective Bargaining.

The advantages to Malta of the system I am proposing, would be that, industrial conflicts would be reduced, inflationary tendencies would be controlled since rises will be uniform and related to National growth, it prevents discontent among different sectors of the economy and it should make it easier to plan ahead for all the three parties concerned.

Let me now explain the major points of this proposal. First, a very important body must be set up, I called it a Social Economic Council. The job of this council would be to serve as a watch-dog on the economy. It should be entrusted to set up national norms regarding rises in the cost of living and national growth in productivity. Since these norms are to be national general norms and since they are to be acceptable

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doing so exist but it has never been used.

Let me now tackle a problem which for sure is at the moment looming in your minds, due to the system proposed. One may be tempted to feel here that a particular industry of a particular group of workers will be losing their identity since bargaining is held nationally by their respective National Body. This is not so, since both sections will be strongly represented on the bargaining delegations when their particular case is being negotiated. Besides, certain particular conditions of work will be left to be negotiated at the enterprise level between the respective union and employer, since such matters are particular to that particular industry. This is what happens both in Sweden and in Italy. The latter country, specialises in this type of articulated bargaining where national agreements are reached first, then industry is subdivided into different sections and other agreements reached at this level. Thirdly, plant level bargaining takes place. But at whatever level an agreement is reached it has always to reflect and conform to the principles established at the national level.

Next I want to say why it is proposed that though bargaining is to take place nationally, it is to be without participation in planning. It is felt here that no Government would like to commit itself to decisions on planning taken equally and jointly by Government, Employers and Employees i.e. full industrial democracy. Consultation with Employers is more acceptable to Governments. For by consultation Government will loose none of its powers.

On the other side, if Employers and Employees have a deciding power in National planning, they will have to

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to all sides, it is imperative that such a council should be composed of all parties concerned, i.e., the Government, the Opposition, Employers and Employees. The recently established committee of users is a step in the right direction and it could make a significant contribution here.

Having participated in the decision making process of reaching such national general norms, all parties concerned would agree to abide by such norms in their National Bargaining. But here the second important prerequisite of the proposal comes to mind. No good national bargaining can take place unless united and well organized National Bodies exist both of Employers and Employees. This is not an insurmountable task to achieve here in Malta, when one considers that we are a small country with a working population that is highly unionised and not fragmented. A well representative Federation of Employers has to have the power to negotiate nationally on behalf of all Employers members.

The same is to be said of employees. There has to be a confederation of unions representative of all sections and empowered to negotiate nationally on general conditions on behalf of all sections concerned.

Having three well organized groups i.e. Government Employers and Employees, national bargaining could take place based on the national general norms established by the Social Economic Council. I think that both unions and management here in Malta have made proposals similar in nature to the above.

A positive step in this direction would be if we were to group together the fragmentation of the 27 Wage Regulation Orders into one standard order. The legal framework for

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commit themselves to the outcome, since they were as responsible as Government, and it is believed that no Employer or union would like to tie itself so much.

Maybe the system I propose is time consuming but it would for sure reduce conflicts to a minimum, avoid wastage of man days lost in strikes and lock-outs, control inflationary tendencies and prevent discontent among different sectors of the economy, whilst making it easier to plan for all the three parties concerned.

So let us have tripartite national bargaining, without participation in planning, and based on national general norms set up on the cost of living and national growth in productivity

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# Tripartite National Bargaining....

THAT Malta needs to introduce some changes in its industrial relations methods and procedures is today an accepted fact by all. Where we differ, as you here already heard from the three previous speakers, is on the method of introducing such important changes.

You have heard a plea for a status quo with slight changes, which in my opinion would still leave each particular sector bargaining what it possibly can, irrespective of all the other sectors of the economy.

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**YOU** have heard a third plea for complete participation of employer and employee in planning, which I believe is so desirable and ideal but very difficult to achieve for so many reasons pertaining to the three sides.

Consequently I propose a compromise solution that would bring together the advantages of the three previous proposals whilst iron out and simplify the difficulties and disadvantages.

I propose a system whereby in Malta, we will have bargaining at a National Level, but without participation in Planning. In such a system,

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group together the fragmentations of the 27 Wage Regulation Orders into one standard order. The legal framework for doing so exists but it has never been used.

Let me now tackle a problem which for sure is at the moment looming in your minds, due to the system proposed. One may be tempted to feel here that a particular industry or a particular group of workers will be losing their identity since bargaining is held nationally by their respective National Body. This is not so, since both sections will be strongly represented on the bargaining delegations when their particular case is being negotiated. Besides, certain particular conditions of work will be left to be negotiated at the enterprise level between the respective union

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On the other side, if Employers and Employees have a deciding power in National planning, they will have to commit themselves to the outcome, since they were as responsible as Government, and it is believed that no Employer or union would like to tie itself so much.

## ....without participation in planning

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### Advantages

Government, Employers and Employees would agree to abide by these national general conditions, although some scope for bargaining should be retained at the enterprise level (i.e. articulated bargaining).

This proposal is a mixture of the Swedish and Italian systems of Collective Bargaining.

The advantages to Malta of the system I am proposing, would be that, industrial conflicts would be reduced, inflationary tendencies would be controlled since rises will be uniform and related to National growth, it prevents discontent among different sectors of the economy and it should make it easier to plan ahead for all the three parties concerned.

Let me now explain the major points of this proposal. First a very important body

This paper by VICTOR MIFSUD was read at the Seminar on "Labour and Development in Malta" held by the Department of Economics at the Royal University of Malta on Tuesday, April 6, 1971.

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Having three well organised groups i.e., Government Employers and Employees, national bargaining could take place based on the national general norms established by the Social Economic Council. I think that both unions and management here in Malta have made proposals similar in nature to the above.

A positive step in this direction would be if we were to

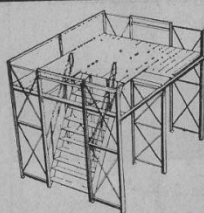
articulated bargaining where national agreements are reached first, then industry is subdivided into different sections and other agreements reached at this level. Thirdly, plant level bargaining takes place. But at whatever level an agreement is reached, it has always to reflect and conform to the principles established at the national level.

Next I want to say why it

inflationary tendencies and prevent discontent among different sectors of the economy, whilst making it easier to plan for all the three parties concerned.

So let us have tripartite national bargaining, without participation in planning, and based on national general norms set up on the cost of living and national growth in productivity.

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Dr. C. Mifsud Bonnici:

Mr. Chairman,

Of the four suggestions that we have been presented with, I am in favour with the aspect of alternative four, that is, the aspect of tripartite national bargaining except in the case where labour is unorganised. Of course, unfortunately a certain sector of the working population will remain unorganised and in that case bargaining and negotiation has to take place on a national level.

As regards the first alternative of Plant Level Bargaining, I think that one should specify that, when one speaks of Plant Level Bargaining one is meaning Company Bargaining and not different plants of the same product because we do not have this state of affairs in Malta. But, taken in that sense, that is, Company Bargaining, I think that that is the best solution one can offer them at this stage. As regards Legislation of Industrial Relation, that is, the Second Alternative, I would like to make another comment and this I propose by what I have been listening to this evening. It has been asked, for example, "What is the use of having Arbitration here in Malta, if one of the parties may refuse to go to Arbitration?" That is the same state that we have in all legal affairs in any court case. Any party in a court case may refuse to take part in the court proceedings and that is the state of affairs that we have in arbitration.

The second remark which has been made and to which I would like to refer is this, "that Collective Agreements are not binding in Malta". In fact, collective agreements are binding in Malta. It depends

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may in fact, avail itself of the advice and consultation of the representatives of the workers. There is the "labour corps" which is set up by the same act, by the same law, which sets up the Wages Council. But unfortunately, the labour corps has been suppressed for quite a long time and the government is not making use of a machinery, which has been available since 1952, and which has provided for the setting up of such a machinery.

Finally, I would like to make one comment. I think emphasis has been made up to now on the settlement of trade disputes. I would like to see more emphasis on the avoidance of trade disputes. It is no use trying to solve trade disputes if you do not in the first place try to avoid trade disputes and if I may be allowed to take one example I would insist on this point. If trade disputes are to be avoided, both parties must understand that before taking industrial action even though they might deem it that they are in the right to take that action, they should try to settle the dispute, try to settle the matter before taking industrial action.

I will take one example to be more precise. We have the state in Malta which provides that an employer may not terminate the employment of an employee if it is not the case of redundancy or if it is not the case of good, just and sufficient cause. It is no use for an employer first to terminate the employment of his employees and then to expect a trade union which represents the interest of the employee concerned, not to take industrial action. Before terminating the employment of an employee the employer should first take the trouble to justify its line of action and it is no use for an employer to say "It is my prerogative

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on whom you would like to bind. Is it the union which enters into collective agreement, on behalf of the worker or is it the workers who are going to be bound by Collective Agreement? The Union is never bound by agreement simply because it turns up to that agreement in a representative capacity, but the workers who are represented by a union are in fact, with the state of the law as it is today, bound by collective agreements in Malta.

It has been said that Legislation should be introduced to avoid certain stoppages which have taken place in the past and a specific reference has been made to the Drydocks dispute. If we take that dispute as an example the only valid conclusion that one can arrive at is this; we have one party which is refusing to negotiate simply because the other party is in fact taking industrial action. However, something which nobody would like to suppress, is precisely the right to take industrial action, but the other party is refusing to negotiate even though it has conceded the major part of the claim simply because the other party is taking industrial action and a lesson out of this example is that employers have to understand and the government has to understand that they can never bring forward a valid excuse to refuse to negotiate simply because the other party is taking industrial action.

I would also like to remind those present that in fact on the statute book there is machinery, national machinery, whereby the interest of employees can be brought to the notice of the government, and the government

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to terminate the employment," the employer should first, if it expects the other party to take it to arbitration, try to adjudicate who is right and who is wrong, it should first in its own step take up the development to arbitration itself. Now this thing has been settled in the case of the public transport employees and may I suggest that what has been enacted for the public transport employees, should be spread to all other sectors of employment.

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#### GENERAL COMMENT

The choice of one of the above alternatives or any other alternative is, ultimately, a matter of political judgement. Whichever choice would be made, it can be maintained that such choice will be best which will be the one agreed upon by all parties involved in the industrial relations process.

Therefore, it would appear recommendable to institute formally a tripartite consultative body which should reach consent on how the three parties want to resolve their conflicts, taking into account their own interests and the social and economic interests of the Maltese community. To arrive at an industrial relations system in this way, would generate shared responsibilities which are the soundest basis for economic development.

#### I

REPORT OF MY STUDIES AT THE ROYAL UNIVERSITY OF MALTA  
FOR THE B.A.(HONS.) ECON. 1970 - 72.

BY

VICTOR MIFSUD B.A. (HONS.) ECON., DIP. POL. ECON. (OXON.)

#### INTRODUCTION

On the 12th November 1970 I was awarded a Malta Government Scholarship to read for the B.A.(HONS.) Econ. at the Royal University of Malta. Having already been in possession of the Oxford University Diploma in Economics and Political Science, I applied for an exemption from Part I of the Honours Course. This exemption was granted and so I joined in the 2nd year of the course, but had to sit for the Philosophy and the Statistics paper of the 1st year too. Such an arrangement enabled me to read for the B.A.(HONS.) Econ. in two instead of in three academic years.

#### THE COURSE

The course was a very well organized one consisting of theory as well as practice together with research work, seminars, tutorials, lectures, discussions and debates.

The course was very ably led by Prof. Salv. Busuttil, Head of the Department of Economics, who was assisted by a group of highly qualified lecturers, some coming from local Institutions such as the Central Bank, the Development Corporation, and the Civil Service, others coming from foreign universities and from the R.U.M.

The students came from various walks of life e.g., Civil Servants,

Teachers, Central Bank Officials, Managers in Industry and younger students coming from the Junior College.

#### FINAL EXAMINATIONS

To be awarded the Degree a student had to read various subjects, pass in seven final papers and present a Thesis. The seven papers consisted of five on specialized fields of study in Economics and two subsidiary papers in either Public or Business Administration.

#### SUBJECTS STUDIED

The papers I read are the following:

##### Statistics

Elementary statistical method including sampling, simple linear correlations, index numbers and time series. Economic statistics, their nature source and limitations

##### Philosophy

Reasoning in general, principles and laws of syllogism, criteriology, philosophy of religion, the main schools of thought in western philosophy.

##### Economic subjects

##### Price Theory

The pricing of goods and factors in a market economy. Theory of demand and production in competitive and non-competitive conditions. The theory of distribution

##### Theory of Income Determination

The investment process and its results. The determination of income and employment. The theory of the rate of interest. Inflation.

##### Industry and Labour

Modern forms of industrial organization, ownership and control, monopoly policy, industry and the state, problems of industrial finance. Trade unions and their organization, collective bargaining, statutory control of the labour market.

##### Monetary and Fiscal Policy

The principles of banking and the main theoretical problems arising out of the organization of the banking systems. The money market, Central Government taxation and expenditure, monetary and fiscal policy for influencing the general level of activity. The National Debt.

##### International Economics

Causes and consequences of international trade in goods and services. International factor movements. The balance of payments and its adjustments. The size and composition of world trade. Restrictions on international trade. Commodity trade and international commodity agreements. International Monetary Institutions.

##### Economic Planning and Development.

Economic growth and the problems of underdevelopment and those

of developed economies, public and private sectors of the economy, Resource allocation and balanced growth, Manpower budgets and investment decisions, Central planning in different economic systems, The role of foreign aid.

#### Advanced Economics

Selected problems of theoretical and applied economics with particular reference to contemporary economic, social and political events in general and to Malta in particular.

#### Public Administration Subjects

##### Public Administration

Scope of the subject, The development of the administrative state, Administration and culture.

Administrative organization, Formal and informal problems of line and staff relationships.

Basic management problems: decisions, communications, leadership, control, public relations, planning.

Personnel administration: recruitment, selection training, employee relations - using reports such as the Fulton Report.

Financial administration - Organization, budget systems financial control.

Administrative responsibility - Power, Bureaucracy.

3

Special problems of development administration.

##### Government and the Economy

The emergence of the managed economy.

Organization of economic control.

Economic regulation and stabilization - employment, growth, prices and money, Monetary and fiscal policy.

Government and economic promotion.

Government as an entrepreneur.

##### Social Administration

The emergence of welfareism.

The administration, finance, techniques, and problems of welfare services with particular reference to Health, Education, The aged, Housing.

##### Principles of Administrative Law

Legislative power of the administration and their control.

The administrative and juridical power of the administration and their control.

##### Administration in Malta.

An exercise in analysing the major features and problems of Maltese administration through basic lectures and research and seminar work.

##### The Malta Constitution

A study of the Malta Constitution

## The Civil Service

A study of the structure and the position of the Civil Servant  
vis-à-vis Maltese Public Law.

### THESIS

As part of my final examinations I presented a thesis on the subject "Trends in Expenditure on Education in Malta". The thesis consists of an analysis of the division of Government educational expenditure; the factors influencing growth in expenditure; planning; an international comparison and the future. All throughout an attempt is made to change or improve the methods used to work out educational plans and programmes and in particular introducing economic considerations into decision taking.

### SEMINARS AND RESEARCH

During the course I have participated very actively in research projects which were later presented in public seminars. Among these I should mention "Tourism in Malta"; "The Aged in Urbanizing Societies"; "The Role of the Banking System in a Developing Economy"; "Economic Planning"; "How People Voted in the Last General Election"; and "Alternative Industrial Relations Systems for Malta". In the latter seminar I read a paper during a public seminar on one of the alternative systems.

4

### STUDENT LIFE

It was very interesting to mix with the students and participate in the students' life at the university e.g., S.R.C.; Faculty Boards; A.I.E.S.E.C.; and other students' bodies. Such participation has given me a better insight into the problems faced by students and so helped me to become more understanding of my students when I am teaching.

I feel too, that by my presence at the university I have also contributed from my experience of life having already been employed for the last ten years with the Education Department and for the previous seven years with Malta Drydocks. My previous two years at the University in Oxford, U.K. have also been a great asset from all aspects whether academic or social.

### INDUSTRIAL CASE STUDIES

During the course our group has undertaken a number of Industrial Case Studies with the purpose of enabling students of economics to get to grips with problems in the industrial world. To achieve such an aim visits to various local industries were organized followed by discussions with Management on the problems of industry, the factors that contribute to success or failure of the enterprise.

### AWARD OF DEGREE

At the end of the course I successfully passed my final examinations with Honours and was awarded a Second Class Honours Degree in Economics and Public Administration.

## CONCISE SUMMARY OF RECOMMENDATIONS

1. Scholarships to serving teachers to read for an Honours Degree in Economics and Public Administration should increase in number. This will help towards equipping our teachers with the correct attitude for development required by a developing economy like ours.
2. It is a pity that after such an intensive and advanced course I am still teaching Civics and Commerce in the Secondary Schools, as I was doing before I went to the R.U.M. for this course.
3. Certain posts of Lecturers at M.C.A.S.T. and the College of Education should be filled by teachers holding an Honours Degree in Economics and Public Administration. With such a Degree one can lecture on Economics, Commerce, General Studies, Comparative Government, Business or Public Administration, Political Theory, Social Structure, and Industrial Relations.
4. Professionally trained teachers who have teaching experience and an Honours Degree in Economics and Public Administration could be seconded to the Education Department to organize a Planning Unit <sup>and the</sup> so much necessary to-day. Such a unit would liaise between the Education Department, Economic Planning Department. Thus the educational needs and the economic consideration that go with them are weighed by personnel who are well qualified in both fields.
5. The Public Service should be opened to Economics Graduates, as the Strickland Report suggested.

6. Economics Graduates with teaching experience and professional training are very well equipped to become administrators in schools or at Head Office. The course in Public Administration is a great asset for this purpose.

7. Now that the two Teachers' Training Colleges are going to be reorganized into one College of Education, one hopes that since it is going to be run by Education Department Officials, certain lecturing posts such as those of Social Studies or General Studies would be filled by professionally trained teachers who have teaching experience and an Honours Degree in Economics and Public Administration.

No trained teacher should leave College without a proper course in Maltese Social Legislation, <sup>have</sup> The Malta Constitution, and the Civil Service. I feel that with the studies I <sup>have</sup> done at the University of Oxford and at the Royal University of Malta I can give such a course to teacher trainees.

8. Courses in Economics, Management, Social Legislation and Administration should also be introduced at the Junior College and the VI Form. This would enable our students to have a better foundation for further studies. Such lecturing posts too, should be filled by teachers with an Honours Degree in Economics and Public Administration.

Victor Hifsad.

Vic Fang Mitsud - Proposal for a MASTER'S THESIS  
1972.

## The economic exploitation of Malta's Geographic location.

1. New ventures in tourism.
2. If oil is found
3. Ship repairing + ship building. - what type?
4. Transhipment and/or Free port.
5. AS a Financial Centre.
6. A U.N. Headquarters for Peace Keeping missions.

7. A Supplier of know-how to the Arab countries.
8. New export markets and <sup>better</sup> transport facilities air/sea.
9. AS a link between the developed north (E.E.C.) and the developing South (Arab + North African countries).
10. A Mediterranean Centre for Higher Academic + Technological Education.
11. A branch of big foreign companies.

I propose to carry out research into

new ways of exploiting the geographic location of Malta in the following fields -  
oil exploration, tourism, transhipment and/or free port, ship building + repairing, peace keeping, financial centre, as a supplier of know-how, a higher education centre and as a link between E.E.C. + the developing Arab + North African countries.



11th December, 1972.

Mr. N. Sutcliffe,  
Representative,  
The British Council,  
Valletta.

Dear Mr. Sutcliffe,

Mr. Victor Mifsud

Mr. Victor Mifsud of 1, St. Francis Street, Zejtun, has requested me to write to you in connection with his application for a British Council Scholarship to enable him to read for a Masters Degree in Education preferably at the University of Manchester.

I should like to state that Mr. Mifsud was an above average student in the Honours in Economics. During his final year here he produced a very interesting piece of research on the Maltese Educational System in the context of the Island's economic development. In doing so, he paid particular attention to organisation and planning. I have found Mr. Mifsud to have a highly analytical mind which equips him significantly for research. I also know that his attachment to education is genuine and deep.

Mr. Mifsud, I should add, is a very likeable person and has distinct qualities of leadership.

With every good wish,

Yours sincerely,



Salvino Busuttil  
Professor of Economics

# PROGRAMME.

'Narcis' Sunflower Street

Fgura.

16th April 1979

The Secretary  
Depr. of Educational Studies  
New University

Sir,

I will be lecturing part-time on Socio-Cultural Aspects of Education. I have been asked by Prof. Farrugia to provide the IV year students with a programme of Unit 7 - learning as a life-long process. The first lecture is due on Tuesday 24th April 1979 at 2.25pm.

I will be very much obliged if you type and duplicate the attached programme by next Tuesday. I think that about 10 copies will be enough. However you may check with Prof. Farrugia.

Thank You

Yours

Vikar Mifsud.

Tel. C. 21401

Our Ref. PF 026849

Your Ref. Educ 318/72



Uffiċċju ta' l-Edukazzjoni  
LASCARIS  
Valletta, Malta

.....// April 19.79

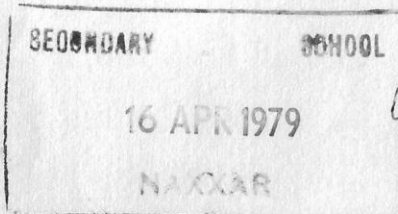
Mr V Mifsud, Teacher II  
(thro' Head)  
Boys' Secondary School 'B'  
Naxxar

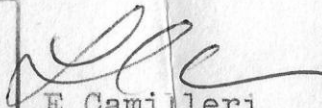
LECTURING AT NEW UNIVERSITY

Please refer to your letter of the  
23rd March 1979.

Your request to give lectures at the  
New University on a part-time basis  
has been approved.

Please make arrangements with your  
Head of School in connection with  
your time-table.



  
E Camilleri  
f/Director of Education

cc Ests Sec  
CIR

NEW UNIVERSITY

FACULTY OF EDUCATION.

B.A. (Education) Programme Area : Educational Theory

SOCIO - CULTURAL ASPECTS OF EDUCATION

Unit Seven : LEARNING AS A LIFE-LONG PROCESS

Objectives :

1. To establish a comprehensive concept on which to base education in the future.
2. To lay the basis for a forward-looking programme with the realisation of this new education as its long-term aim.
3. To understand what is implied by the concept of Permanent Education.
4. To aim at having an educational system capable of meeting the rapidly increasing and ever diversified educational needs of every individual young and adult.

Lecture 1 : The Concept of Permanent Education

- a) A brief historical account of the development of the concept
- b) Definition of objectives.
- c) Targets of educational system
- d) Why should education be permanent
- e) Lessons to be drawn from the facts.

Seminar 1 : Discussion on :-

- a) What do you understand by the concept of permanent education?
- b) Why is permanent education more valid to-day?
- c) "The educational system should be adjusted to the employment situation!" Discuss.

Required readings:

Permanent Education : A compendium of Studies,  
A Report of the Council for Cultural Co-operation of the  
Council of Europe.  
Chapter 2 by Bertrand Schwarts

Lecture 2 : Continuing Education for Adults:Adulthood as a Developmental Period in the Life Cycle.

- a) Cycles of Adult concerns
- b) The developmental tasks of adulthood
- c) Career patterns
- d) Career cycle - The four stages of working (men and women)
- e) The Institutional Setting of Continuing Education.

Seminar 2 :

Explain the Institutional Setting of Continuing education in Malta and discuss it in the background of the findings in other countries especially U.S.A. and European countries.

Required readings

- 1. "Some Models of Adult Learning and Adult change". A publication of the C.C.C. of the Council of Europe. : Studies on Permanent Education - by Huberman.
- 2. Evening classes Section : Education Department, Malta.
- 3. Various courses organised by voluntary groups and organisations in Malta.

Lecture 3 : Adulthood as a Developmental Period in the Life Cycle. (Continued)

- a) The Institutional setting of continuing education.
- b) Five major groupings of programmes available
- c) Objectives of participants
- d) Maslow's hierarchy of individual motivations.
- e) Identifying cognitive styles
- f) Adults change and learning environments.

Seminar 3

Educators and psychologists have come to understand how adult change can be triggered and sustained. Explain and discuss how :

- i. P.Freire carried out a cultural literacy programme in Brazil.
- ii. D.McClelland and his associates carried out a programme for training in achievement in adults.

Required readings

A.M. Huberman : "Some Models of Adult Learning and Adult Change". A publication of the C.C.C. of the Council of Europe.: Studies on Permanent education.

Lecture 4 : Impact on the School of Innovations in out of School Education.

- a) General technical innovations.
- b) Educational uses of new techniques
- c) Impact on the school of Educational T.V. for adults.
- d) Impact on the School of Programming Techniques.
- e) New applications of Social Psychology.

Seminar 4

- i. Discuss the use (or non-use) of the tape-recorder, the cinema, still projected media and T.V. in our Schools - stress the problems that have to be traced in using them and how do you suggest these problems can be solved? In answering use your experience of teaching practice.
- ii. Discuss the contribution of programmed learning as a means of implementing the concept of permanent education.

Required reading

Council of Europe Publication 1973 : "Permanent Education - the Basis and Essentials". From page 55.



Lecture 5 : Recurrent Education : A Strategy for Lifelong Learning.

- a) Concept, main features and objectives
- b) Its educational and social implications
- c) Integration of educational and non-educational policies.
- d) Planning and research in relation to recurrent education.

Seminar 5

What are the arguments in favour of recurrent education, and what are the various fields to which such arguments could be applied?

Required reading

1. Council of Europe Publication 1973. "Permanent Education - The Basis and Essentials". From page 41.

Lecture 6 : Permanent Education as an Agent of Change in the present Education System.

- a) Theoretical context : the education System and the transmission of knowledge.
- b) Future prospects of the education system in the light of the evolution of the most advanced societies.
- c) Effects of new education trends on the old education system.

Seminar 6

- i. Discuss what changes must the school undergo in the new system.
- ii. What are the arguments against the prolongation of school and how can one cope with the tremendous increase in the demand for education?

Required reading

Council of Europe Publication 1973 : "Permanent Education - the Basis and Essentials".

From Page 22 and From page 50.

Lecture 7 : Permanent Education and Community Development :A Strategy for Social Action.

- a) New data of which permanent education takes cognisance.
- b) Relations between education and other parts of the social environment.
- c) Policy implications of permanent education.
- d) Community development and Social action.

Seminar 7

What are the policy implications of permanent education that will bring forth greater participation in community development? Discuss these implications.

Required reading

Council of Europe publication : "Permanent Education" -

A compendium of Studies. Chapter 10 Section G.

Lecture 8 : Restructuring Education to Meet the Real Needs of the Individual and Society in the Future.

- a) The structure of our Society, its probable development and how we would like it to be to render it worthy of man.
- b) The present situation : Social needs, educational needs, and the human aspect.
- c) Any plan for a future educational System must state, the fundamental principles, the institutional structure and what curricula and methods are proposed.
- d) The ways and means.

Seminar 8

- i. What are the new organisational requirements needed to implement the concept of permanent education? Discuss.
- ii. What are the general conclusions reached on the aim of permanent education? Discuss.

Required reading

Council of Europe publication 1973.

"Permanent Education - the Basis and Essentials"

From page 59.

Assignment : Choose ONE of the following:

1. Discuss the concept of permanent education in relation to the recent educational reforms introduced in Malta.
2. What further changes do you envisage in the educational set-up in Malta, so that the aims of permanent education could be achieved?
3. Taking adulthood as a developmental period in the life cycle discuss the cycle of adult concerns and the developmental tasks of adulthood. What are the objectives of participants in adult education?

The assignment is due within a fortnight from the last session of the unit.

vm/jm.

# Appendix Chapter 10 Scans

## Employment and Training Corporation (ETC)

<b>Chapter 10</b>	<b>Employment and Training Corporation (ETC) 2000-2008</b>	<b>303-304</b>
• Tnedija tat-TEES ETC Annual Report 01-07-2002		305
• Launching of TEES <i>TOM</i> 02-07-2002		306
• Advertising TEES Advert 1 p. 1 & p. 2		307
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• Advertising TEES Advert 3 p. 1 & p. 2		309
• Press Conference on MISCO's findings on TEES – Cover		310
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• Employing an Older Worker - Experience Pays <i>TOM</i> 17-12-2002 p. 1 & p. 2		315-316
• ETC Annual Report 2001-2002 Cover page		317
• ETC Annual Report 2001-2002 Contents		318
• ETC Annual Report 2001-2002 My 133 page Report to ETC and TEES (Over 40s) - Training and Employment Exposure Scheme p. 1 & p. 2		319-320
• ETC Update Newsletter 01-12-2002		321
• The Employer (MEA) p. 1 to p. 3		322-324
• Unemployment Benefits - Checking Abuse <i>TOM</i> 20-12-2002		325
• My published material on TEES		325
• Survey points reasons for poor response to ETC scheme <i>TOM</i> 16-01-2003 p. 1 & p. 2		326
• Tackling the problem of the unemployed Over 40 <i>TOM</i> 22-01-2003 p. 1 & p. 2		327
• Ta' fuq l-Erbgħin - Ćar u Tond ta' Dun Ang Seychell <i>L-Orizzont</i> 10-03-2003		328
• When life has to begin at 40 <i>TOM</i> 26-06-2003 p. 1 & p. 2		329
• Putting a human face on impersonal data <i>TOM</i> 03-07-2003 by Lino Spiteri		330
• Employing Over 40s <i>STOM</i> 17-08-2003		330
• Active Ageing is the trend - ETC Update Nov 2004 p. 1 & p. 2		331
• The Social Pact Debacle <i>TOM</i> 28-02-2005 p. 1 & p. 2		332
• Pension Reforms <i>TOM</i> 23-03-2005 p. 1 & p. 2		333
• Adequate & Sustainable Pensions - Report by Victor Mifsud p. 1 to p. 6		334-339
• Our Expert on Older Workers		339
• White Paper Age Lacuna <i>TOM</i>		340
• Adjusting to an Ageing Population - Hon. Minister J. Dalli - 12-07-2008 <i>TOM</i>		340
• Baby blues <i>TOM</i> 03-09-2007 p. 1 & p. 2		341
• Baby blues - Answer by Victor Mifsud p. 3 & p. 4		342-343
• A longer working life <i>TOM</i> 11-09-2007		344
• Marlene Bonnici's Interview 22-11-2007		344
• Working Pensioners and NI contributions - <i>TOM</i> 27-11-2007		345
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• Disincentive to work - <i>TOM</i> 29-12-2007		346
• Working Pensioners - <i>TOM</i> 16-02-2008		346

• Pre-Retirement Seminar 03-04-2008 p. 1 & p. 2	347-348
• Statistics and Information on Older Workers - June 2008 p. 1 to p. 6	349-354
• Opportunitajiet Indaqs Għal Haddiema ta' 'l fuq minn 40 sena 12-06-2008 p. 1 & p. 2	355
• Your services are no longer required at the shipyards 2008 p. 1 & p. 2	356
• An Age Management Strategy 08-08-2008 - on <i>Malta Economist</i> by Victor Mifsud	357
• Vanessa McDonald Query 23-08-2008	358
• Pre-Budget 2009 Document I presented to the Ministry of Finance on - Good Practices for Active Ageing in other EU Member States – Correspondence	359
• Good Practices for Active Ageing from Other EU Countries 15-09-2008 p. 1 to p. 6	360-365
• Community Contribution Scheme - Correspondence 16-09-2008 p. 1 to p. 5	366-370
• My Documents & Other Resources on ETC Website	371

The new Employment and Industrial Relations Act came into force on 27<sup>th</sup> December 2002. “A new employment and industrial scenario” could be found (not here but) on the *TOM* of 16-01-2003 & 23-01-2003 where Drs Stefan Frendo and Matthew Brincat explain the regulations issued in terms of the new law.

## DAWK QIEGHDA LI GHANDHOM 40 SENA JEW AKTAR

Fl-ahhar ta' Settembru 2002, 36.7% ta' dawk qieghda li qed jirreġistraw fuq I-I u t-II Parti ghandhom 40 sena jew aktar. 514 minn dawn instabilhom impjieg. L-*Employment Training Placement Scheme* (ETPS) u l-iskema tax-Xoghol fil-Komunità gheni biex jinstab ix-xoghol lil klijenti bhal dawn. Bejn Ottubru 2001 u Settembru 2002, 132 klijent ibbenifikaw mill-ETPS.

Il-programmi ta' tahrig tal-Korporazzjoni jattiraw hafna parteċipanti minn dan il-grupp, speċjalment minn dawk li m'humiex reġistrati qieghda. Dawn jattendu korsijiet tal-kompjuter, speċjalment il-kors tal-kompjuter ta' ġurnata, korsijiet għall-gwardji privati u korsijiet dwar il-litteriżmu.

[ Biex dan il-grupp jiġi moqdi ahjar tniedit t-TEES f'Lulju 2002 flimkien ma' l-Assoċjazzjoni ta' min l-haddem ta' Malta (MEA). Għall-ewwel darba fl-istorja tal-Korporazzjoni il-miżura tax-xoghol immirata għal dawk reġistrati bla impjieg kienet immexxija minn min l-haddem. L-għan hu li l-klijenti li ghandhom 40 u 'l fuq li ilhom jirreġistraw għal aktar minn 6 xhur jingħatalhom tahrig u possibilità ta' impjieg. ] Sar ukoll progress biex bl-*Empowerment Skills for Women Programme*, in-nisa jkollhom ċ-ċans biex itejbu l-hiliet tagħhom biex ikunu jistghu jidhlu lura fis-suq tax-xoghol. Hafna mir-reġistranti li jkunu ilhom jirreġistraw aktar minn sena attendew il-korsijiet tal-litteriżmu, tal-gwardji privati u tal-korsijiet tal-kummerċ.



■ Fl-1 ta' Lulju 2002, tniedit it-TEES ma' l-MEA.

## PERSUNI BI BŻONNIJET SPEĊJALI

Matul din is-sena s-servizzi li jappoġġjaw ix-xoghol fil-forma ta' gwida vokazzjonali, tahrig u opportunitajiet ta' impjieg għal dawn in-nies bi bżonnijiet speċjal żdiedu. Fost dawn hemm persuni b'diżabilita', ex-residenti tal-faċilitajiet korrettivi, u dawk li abbużaw minn sustanzi.



## Over-40s unemployed shun training scheme

George Cini

Only 80 out of the 1,300 persons aged over 40 and registering as unemployed had joined a training scheme to help them find work, Social Policy Minister Lawrence Gonzi said yesterday.

Actually there were 2,700 persons aged over 40 who were registering as unemployed. However, only 1,300 were eligible to join the new training scheme because applicants had to be able to read and write.

Dr Gonzi was speaking at the Employment and Training Corporation, in Hal Far at the launch of the training and employment exposure scheme (TEES).

About 300 of those eligible to join had applied but following a brief explanation of what the scheme involved only 80 formally joined. The scheme is a voluntary one.

The aim of the ETC was to assist those unemployed aged over 40 years who because of their age find it hard to find work.

Dr Gonzi said the government was duty bound to find work for the over-40s who represented a category of workers who had much to offer.

"These workers, who were often sole bread winners with young children, offer loyalty and dedication, apart from years of experience, to their new employer."

"However, the fact that only 80 out of 1,300 eligible to join the scheme had done so had set us thinking as to why so many had opted to give this golden opportunity a miss."

"We will have to look closer to find the real reason why so many have not joined," Dr Gonzi said.

The TEES is organised by the ETC and the Malta Employers' Association. Outlook Coop was appointed to run the scheme.

Participants will remain in the scheme for not more than one year and will be paid Lm55 weekly for the whole year as well as bonuses. Anyone who drops out without a just cause will be liable to refund part of the wages as well as training costs.

Candidates will undergo four weeks of skill and aptitude tests followed by 24 weeks of intensive training in skills that are in line with their capabilities.

The training period will be followed by 22 weeks of work exposure with an employer.

On successfully completing the scheme, candidates will be able to sit for an examination for a National Vocational Qualification (NVQ).

The MEA will find permanent employment for successful candidates and the ETC will be striving to see that the jobs offered will carry a remuneration of not less than Lm60 weekly in the first year of employment, Lm62 plus the cost of living adjustment in the second year and Lm64 plus cost of living adjustment in the third year.

Employers who keep a candidate in full-time employment will get a refund of Lm7 a week for the first year, Lm5 a week for the second and Lm3 a week for the third.

Victor Mifsud, ETC officer in charge of the over-40s, said the scheme had been set up in parallel with the employment barometer exercise that the ETC carried out recently to find out what type of skills employers were mostly looking for.

**TEES FOR THE OVER 40s.**  
(Training and Employment Exposure Scheme)

A one year training and employment Initiative, launched on the 1<sup>st</sup> July 2002.

80 Participants are being specially trained for up to 6 months in:

Office Skills	Storekeeping
Computer	Retailing & Wholesaling
Woodwork	Food & Beverage Preparation
Welding	Refrigeration
Electricity	Air Conditioning
Electronics	Gardening and Horticulture

Sponsor without cost an adult worker for 6 months.  
Experience pays!

Phone ETC 22201615 or Outlook Coop. 21441604.

**EXPERIENCE PAYS!**

**TEES (Training and Employment Exposure Scheme)**

**ALL EMPLOYERS AND HUMAN RESOURCE MANAGERS.**

Sponsor an adult worker for 6 months, **NOW!**

**PAY ABSOLUTELY NOTHING.**

Give him work experience after ETC trains him.

If you voluntarily offer him permanent employment **AFTER,**  
**YOU ARE GIVEN A WEEKLY SUBSIDY OF:**

Lm7 for the first year;

Lm5 for the second year;

Lm3 for the third year.

Constituted Bodies are given Lm100 for every permanent job offered

Phone ETC 22201615 or Outlook Coop. 21441604.

Do not miss this golden opportunity!

Look up for what ETC can offer should you  
employ an unemployed registrant aged 40  
and over by phoning **22201201**  
or sending an e-mail to **over40s@etc.org.mt**

**ETC**

EMPLOYMENT & TRAINING CORPORATION

[www.etc.org.mt/over40s](http://www.etc.org.mt/over40s)



**I'm over 40 years of age,  
posses many skills and long experience.  
I can be useful to your business.**

***Most unemployed aged 40 & over possess  
some or most of the following attributes***

- Maturity • Responsibility • Experience • Loyalty
- Continuity • Expertise • Training investment • Dedication
- Discipline • Acceptance of authority • Managerial ability
- Less sporadic leave off work
- Better customer care especially in the retail trade

Fr. 26<sup>th</sup> Sept. 03 - T.O.M.



**Għandi 'l fuq minn 40 sena  
ħafna ħiliet u esperjenza.  
Nista' nkunlek utli għax-xogħol tiegħek.**

Employment & Training Corporation - Latest News

Page 1 of 1

***Hafna minn dawk qiegħda li għandhom erbgħin sena u aktar  
jipposedu whud jew hafna minn dawn il-kwalitajiet:***

- Maturità • Responsabilità • Esperjenza • Lealtà
- Kontinwità • Kompetenzi partikulari • Mħarrġa • Dedikazzjoni
- Dixxiplina • Jaċċettaw l-awtorità • Abilità managerjali
- Jieħdu anqas ġranet ta' leave sparodiċi mix-xogħol
- Jafu jmorru ahjar mal-klijenti speċjalment fil-ħwienet.

*Ara x'toffrilek l-ETC meta thaddem registrant qiegħad  
ta' 40 sena jew aktar billi jew iċċempel fuq 22201201  
jew tibgħat e-mail [over40s@etc.org.mt](mailto:over40s@etc.org.mt)*

[www.etc.org.mt/over40s](http://www.etc.org.mt/over40s)

**Għandi 'l fuq minn 40  
ħafna ħiliet u esperjenza  
Nista' nkunlek utli għax-xogħol tiegħek**

**Press Conference**  
**Findings of MISCO's research**  
**On TEES managed by ETC**  
**November 13, 2002**  
**Valletta Training Centre**  
**Programme**

- 09.30 Dr Robert Tufigno, chairman, ETC, introduces
- 09.35 Mr Victor Mifsud, o/i/c/o Over 40s, ETC, presents the results in detail
- 09.55 Journalists' questions are answered
- 10.15 Refreshments

November 13, 2002

**FINDINGS OF M.I.S.C.O.'s RESEARCH ON T.E.E.S. MANAGED BY ETC**

The unemployed aged 40 and over account for about 40% of all the registered unemployed on Part 1 of the ETC's Unemployment Register. To help this disadvantaged group find employment the ETC has devised a one-year voluntary scheme particularly for them, called Training and Employment Exposure Scheme (TEES).

The TEES for the over 40's provides full-time (40 hours a week) employment for at least a year consisting of six months full-time intensive training in a trade/skill of their choice but for which there is a demand in the labour market, followed by a further six months of work exposure with an employer. Wage offered is Lm55 a week plus all bonuses and vacation and sick leave entitlement according to the law. To encourage employers to offer permanent employment to TEES participants after the one year in the scheme, they are given a subsidy of Lm7, Lm5, Lm3 weekly respectively for the following three years for each TEES participant they employ on full time indefinite contract.

The scheme costs circa Lm300,000 but if as a result of the scheme the participants are given permanent employment, money spent will be an investment and it will turn into a net saving to the State. The scheme is already in its 5<sup>th</sup> month of operation and placements with employers for work exposure for more than half of the participants have already been assured.

**TEES launched on 1<sup>st</sup> July 2002**

A public call for application to join TEES was made in the press and a personal letter was sent to all eligible unemployed aged 40 and over who have been registering under Part 1 for at least six months and are literate. The six month registration requirement does not apply to women returners. There were about 1200 eligible to join the scheme, 300 showed interest but only 81 joined the scheme voluntarily.

ETC considers this response poor and so it commissioned MISCO to conduct a research among the eligible non-participants to find the reasons why they did not join TEES.

MISCO random sampled 200 of these 1100 unemployed over 40 years of age.

**The MISCO research findings are:**

1. Males sampled 89%, Females sampled 11%
2. Duration of unemployment of sample – 90% more than one year unemployed (60% – from 1 to 5 years, 30% – more than 5 years)
3. Of those sampled, 80% were receiving Social Assistance (72% of them receiving between Lm30 and Lm50 weekly).

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4. 43% have a trade, 57% do not have a trade.
5. Only 60% claimed that they have received the letter from ETC inviting them to participate in the scheme. They should have *all* received it.
6. Only 20% claimed to have seen the ETC advert in the press inviting applications to join the scheme.
7. 80% of those who have received the letter or saw the advert knew what the scheme was about.
8. 50% decided immediately not to join, the other 50% decided not to join after discussing the scheme with ETC, friends and relatives.
9. The first three initial reactions for not joining the scheme are:
  - o 29% – Do not want to learn / not interested / too old.
  - o 23% – Job / Training offered was not suitable.
  - o 21% – Pay too low / financially not worth it.

It is pertinent to point out here that when asked what type of training they wanted, the majority said watchmen and security guard. ETC took into consideration their choices, however, training offered was according to the findings of an ETC Employment Barometer Survey, which established what skills are in demand in the labour market at present.

10. On delving further the three most mentioned aspects for not having participated in the scheme are:
  - 27% - The financial element.
  - 25% - The training offered was not suitable.
  - 21% - Health problems.
11. Out of a list of factors perceived to encourage participation in a future training and work scheme the least appealing aspects are:
  - The pay element (TEES offered Lm55 weekly but they expected a mean of Lm70 and an average of Lm80 weekly) and
  - The fact that the scheme is full-time. They preferred a part-time scheme.

In itself this reflects a situation where a segment of the respondents feel they are currently better off. This holds both for the time and the money element because in practice they are not completely separable.

12. The decision to have the scheme on a voluntary basis may have been counterproductive.

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Those who were genuinely seeking employment joined TEES but a much larger number of those who are receiving Social Assistance did not join.

When the scheme was explained to interested persons during the interview, these persons insisted on being informed whether they would be struck off from Part 1 of the unemployment register if they decided not to join. If they are struck off, they lose their Social Assistance.

13. The most appealing attributes of the scheme are:
  - 24% – It provides experience through training and work at the same time.
  - 16% – It provides the opportunity to earn a wage / have a job.
  - 12% – It provides people over 40 years with job opportunities.
  - 11% – It provides a learning experience, which is positive.
14. A gradual change in outlook through an educational process is required; wherein it is more generally accepted that training is for life and therefore one is never too old to learn.
15. The educational process extends further. Precisely because nowadays we live in a world where no job is any longer guaranteed, eligible persons not only need to understand this reality, but moreover through an awareness programme they need to be convinced to learn further because further training will open up their chances of securing employment.

#### **ETC's Reaction**

Unemployment among persons aged 40 and over may be less than indicated by the number of persons in this category registering for work. The findings from the survey indicate that a number of persons in this category are registering for work but are not actually available for work. The reasons can be various including (1) they do not want to work for reasons only known to themselves (2) they can live comfortably on the social assistance they are receiving (3) their health prohibits them from taking up employment but they register for work to qualify for social assistance or (4) they may be engaged in the black economy.

#### **ETC will take the following actions:**

1. ETC is already working on significantly improving its profiling system to better assess the availability for work of job seekers who register with the Corporation. Those who are identified as abusing or trying to abuse the system will be struck off the unemployment register.
2. ETC will refer those persons aged 40 and over who are genuinely seeking employment to training programmes to enable them to acquire skills or to upgrade their current skills and thus enhancing their chances of finding a job. However, those job seekers who refuse to accept training opportunities for no valid reason and thus demonstrating that they do not have sincere intentions will be struck off the register.
3. ETC will step up its law enforcement activities to identify those who are abusing the unemployment register by registering for work and receiving benefits while at the same time working in the black economy.

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4. ETC will intensify its efforts to share data with other government entities such as the Department of Social Security and the Tax Compliance Unit to identify those who are abusing the system.

5. ETC expects support for the above actions from well-intentioned individuals and from the National Employment Authority so that its efforts in curbing abuse will not be obstructed.

The whole report can be found in the publications section of [www.etc.org.mt](http://www.etc.org.mt)

The above was  
Prepared, compiled and written by Victor Mifsud  
O.A.C. Prog. Over 40s  
Victor Mifsud

Ivan Said

Senior Communications Executive

and standards.

Translated into numbers, this works out at a total budgetary allocation of Lm154.71 million (€371.3 mil-

a net beneficiary after the first three years of membership, as has been misunderstood by some. Quite

with the culture of  
through The Times.

## *The value of employing the older workers (over 40s)*

# Employ an older worker, experience pays!

Victor Mifsud

The percentage of older workers in the working population is increasing especially due to the decreasing proportion of younger people joining the labour force. This is due to two main factors, namely, more young people opting for a longer period of post-secondary, vocational and tertiary education, and a lower birth rate. This is happening in all western, developed economies, including Malta.

The employers stand to gain by keeping older workers in employment and employing new older workers.

Older workers have many advantages. The following are some of the great values:

**Maturity:** You are dealing with an adult who knows what responsibility is. No child's play. He is serious in his dealings. Attitude to work is that of a grown-up. He already knows the importance of time and time-keeping, thus giving a day's work for a day's pay and being punctual is part of him already.

**Experience:** An older worker has fruitful work experience that you can tap and rely on. Challenges are not new to him. He is seasoned in tackling difficulties and solving problems; he knows what to do and where to go in awkward situations; his experience in job relations are already developed, thus relating to customers, colleagues and to superiors is already ingrained in him.

**Loyalty:** An older worker is loyal to his employer. He values this quality so much. An employer for him

is the provider of his bread and butter and loyalty to him is a form of security that he appreciates and is anxious to preserve for a long time. The longer the period of employment the greater the loyalty to his employer.

**Continuity:** An older worker provides an employer with continuity on the job and he is less likely to hop off to another job, thus an employer saves time and money in training and retraining new workers. Young employees hop off more frequently from one job to another.

Statistically older workers are less on sick and frequent leave. They are steadier on their job and less likely to be, say, on maternity or paternity leave.

**Expertise:** He has already been trained in a particular skill or has got a particular knowledge that an employer can put to his good use.

**Training investment:** An older, experienced worker knows his job well and produces more. He is more stable. Original training expenses have turned into an investment and no further training expenses are involved, as in the case of younger employees who frequently change jobs and new employees have to be trained again.

The only expense incurred in the case of older employees is for retraining purposes to meet technological progress. Also younger and new employees could be assigned with him to be given his skills and knowledge.

**Dedication:** An older worker is more dedicated to his job. He finds in it his personal satisfaction and fulfilment. His dedication is serious and complete.

**Discipline:** Another very important value of an older worker is his sense of discipline. His mind is more set on his job that he does meticulously. His production is constant, continuous and he is less distracted in his work.

**Acceptance of authority:** An older worker knows and understands the importance of authority. He is less rebellious and accepts the fact that someone has to be in charge and give orders. He understands more the importance of management and its functions. Authority for him means organisation and order and it is regarded as a necessity.

**Managerial ability:** His long work experience has taught him how to manage better the production process. His managerial ability, in using the available human resources and raw materials, is more efficient since he understands more the value of each.

(Continued on page 10)

OPINION

# The value of employing the over 40s

(Continued from page 8)

Less sporadic leave off work: Statistically it has been found that older workers are less absent from work when compared to younger employees especially in the cases of sporadic absences, attendances immediately after weekends and sick leave.

Better customer care especially in the retail trade: When it comes to human relations especially customer care, older workers are more experienced and give a better service.

They are especially more humane and understanding particularly with older customers. And it has been found that older customers prefer older employees giving them a service, too.

Experienced employers, when interviewed seemed to agree with the above positive aspects and actually seek older unemployed to fill their vacant positions.

A paradoxical situation has developed where the average age

Employers and human resource managers are invited to sponsor a participant now, from the ETC's TEES (Training and Employment Exposure Scheme) for the over 40s. Tel: 22201615 - E-mail: alberte@etc.org.mt

Employers do not pay a single cent for six months, provided they offer work exposure for six months to a previously trained mature participant. ETC pays the participant.

Employers receive a very good subsidy in the following three years (Lm7, Lm5, Lm3 weekly, respectively), if they voluntarily offer permanent employment after.

of the economically active work force is increasing, yet people aged 40 and over are sometimes regarded as nearing the end of their working life. This is a situation that no country and increasingly no employer can regard as sustainable.

Following the recent history of early retirement and discrimination against older workers in many countries, policy makers in governments and the workplace are considering the costs and the losses caused by the exclusion of these older workers.

Employ an older worker, experience pays!

(Mr Mifsud is the author of a comprehensive study on the problem of the over 40s unemployed, both in Malta and in other countries, particularly in EU countries.)

He read Economics and Public Administration at the University of Malta and Economics and Political Science at Plater College, Oxford.

An ex-head of school, engaged on a Programme for Jobseekers over 40 years, at the ETC, and also a voluntary teacher of the adult illiterates at the Jesuits', Paolo Freire Institute, Zejtun.)

# Il-Korporazzjoni tax-Xoghol u t-Tahriġ

Rapport Annwali  
Sommarju  
2001-2002

RAPPORT ANNWALI - SOMMARJU

## DAWK QIEGHDA LI GHANDHOM 40 SENA JEW AKTAR

Fl-ahhar ta' Settembru 2002, 36.7% ta' dawk qieghda li qed jirregistraw fuq l-I u t-II Parti ghandhom 40 sena jew aktar. 514 minn dawn instabilhom impjieg. L-*Employment Training Placement Scheme* (ETPS) u l-iskema tax-Xoghol fil-Komunità ghenu biex jinstab ix-xoghol lil klijenti bhal dawn. Bejn Ottubru 2001 u Settembru 2002, 132 klijent ibbenifikaw mill-ETPS.

Il-programmi ta' tahriġ tal-Korporazzjoni jattiraw hafna partecipanti minn dan il-grupp, speċjalment minn dawk li m'humiex registrati qieghda. Dawn jattendu korsijiet tal-kompjuter, speċjalment il-kors tal-kompjuter ta' ġurnata, korsijiet għall-gwardji privati u korsijiet dwar il-litteriżmu.

TEES (Over 40s)

Biex dan il-grupp jiġi moqdi ahjar tridit t-TEES f'Julju 2002 flimkien ma' l-Assoċjazzjoni ta' min ihaddem ta' Malta (MEA). Għall-ewwel darba fl-istorja tal-Korporazzjoni il-miżura tax-xoghol immirata għal dawk registrati bla impjieg kienet immexxija minn min ihaddem. L-ghan hu li l-klijenti li ghandhom 40 u f' fuq li ilhom jirregistraw għal aktar minn 6 xhur jinghatalhom tahriġ u possibilita' ta' impjieg. Sar ukoll progress biex bl-*Empowerment Skills for Women Programme*, in-nisa jkollhom oċċans biex itejbu l-hiliet tagħhom biex ikunu jistghu jidhlu

lura fis-suq tax-xoghol. Hafna mir-registranti li jkunu ilhom jirregistraw aktar minn sena attendew il-korsijiet tal-litteriżmu, tal-gwardji privati u tal-korsijiet tal-kummerċ.



■ Fl-1 ta' Lulju 2002, tridit il-TEES ma' l-MEA.

## PERSUNI BI BŻONNIJET SPEĊJALI

Matul din is-sena s-servizzi li jappoġġjaw ix-xoghol fil-forma ta' gwida vokazzjonali, tahriġ u opportunitajiet ta' impjieg għal dawn in-nies bi bżonnijiet speċjal żdiedu. Fost dawn hemm persuni b'dizabilita', ex-residenti tal-facilitajiet korrettivi, u dawk li abbużaw minn sustanzi.



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Nearly 300 trainees completed the 12-week training programme under the Basic Employment Passport Scheme last year. ETC Chairman Dr Robert Tufigno presented certificates to successful participants at a ceremony held at the Conference Hall of the ETC Head Office in Hal Far.



farming techniques and in underwater equipment maintenance.

A child caring traineeship was introduced this year. Fourteen women, mostly aged 25-49, attended courses in child caring while a further 14 participated in the child caring traineeship. ETC is committed to the training of child carers who will make easier women's participation in the labour market through the availability of good and affordable childcare facilities.

### 1.3 The unemployed aged 40 and over

At end September 2002, 36.7% of the registered unemployed on the Part I and II registers were aged 40 and over. 514 unemployed aged 40 years and over were job placed. The Employment Training Placement Scheme (ETPS) and the Community Work Scheme (CWS) helped to job place such clients. Under the ETPS,

employers are financially assisted to provide employment and training to ETC clients. Between October 2001 and September 2002, 132 clients have benefited from this scheme.

34 registered unemployed persons aged 40 and over took part in the CWS. Even though 12 local councils participated in this scheme, the use of this scheme by local councils and non-government organisations was much less than expected. Thus, ETC is being assisted by a University undergraduate to conduct a study of the communication links between the Corporation, non-government organisations and local councils, and what can be improved to make this scheme more attractive and feasible to clients.

ETC training programmes are attracting many participants from this age group, especially persons who are not registered unemployed. They mainly attend computer and literacy courses and courses for private

guards. The one-day computer awareness course is very popular with both men and women in this age group. Very few persons aged 40 and over exploited the opportunity offered by traineeships to develop their IT skills and to improve their prospects of finding employment.

A 133 page ETC commissioned report on "Job Seekers aged 40 and over" was presented to ETC in November 2001. It consisted of:

- An analysis of the problem of job seekers aged 40 and over;
- A comprehensive description of the problems which job seekers aged 40 and over face;
- An analysis of what other countries, including EU member states, are doing in this field;
- New initiatives and their estimated cost to implement them;
- A three-year plan for the implementation of these initiatives.

### Training and Employment Exposure Scheme (TEES)

A new scheme, Training and Employment Exposure Scheme (TEES), was introduced in July 2002. This measure was launched in conjunction with the Malta Employers' Association (MEA). A joint working committee, led by an MEA representative, was set up to manage this scheme. For the first time in the Corporation's short history an employment measure aimed at the registered unemployed is employer-led.

TEES aims to assist long-term registered unemployed clients aged 40 and over and clients who have been registering for more than six months to find and retain employment. 81 participants enrolled in the scheme. The scheme offers participants an opportunity to obtain the necessary training and experience required by the labour market. In the first phase of the scheme, lasting four weeks, participants were ETC

PTO

## TEES

introduced to these skills: food preparation, food and beverage service and housekeeping, use of computer, electrical and plumbing work, woodworking, tile laying, refrigeration and air conditioning installation, mechanical fitting, electronic assembly, plumbing, health and safety, retailing, storekeeping, gardening and welding skills. Training was held at the ETC training centres and at other institutions including the Institute of Tourism Studies (ITS) and the Malta Shipbuilding.

The second phase has a flexible duration to suit clients' needs, though it is likely to last 24 weeks. Participants choose one skill area in which they want to undergo in-depth training. This consists both off-the-job training and work exposure. Employers are being contacted to offer work exposure placements to trainees. Monitoring visits will be carried out by personnel from the Training Services Division of ETC to ensure that training centres are providing the agreed training and to build a dossier of the employment and training needs of each TEES participant so that further action is taken accordingly.

Participants are paid Lm55 weekly by the ETC for a full year plus all bonuses and leave according to the law. Employers pay nothing during work exposure but if they offer permanent employment after the one-year scheme, they will be subsidised for 3 years – Lm7, Lm5, Lm3 weekly for each TEES trainee they employ indefinitely. Constituted bodies finding permanent employment for participants are granted Lm100 each.

More participants are expected to join TEES. A research study is under way to establish why the response was not higher.

#### Empowerment Skills for Women Programme

*The Job Experience Scheme (JES) offers a 13-week work exposure. 71 of these JES youths found a job after completion.*

*A JES successful participant:  
Mr Silvio Schembri.*



Programme aims to enhance the employment skills of women who intend to return to the labour market and to prepare them to work effectively in a new working environment. The subjects covered by the programme include: communication skills, assertiveness, self-esteem and confidence, values and interests, health and safety, time management and problem solving, creativity, stress management, decision making, conflict management, IT awareness, CV writing, job search, conditions of employment legislation and the setting-up of co-operatives. The majority of this year's 68 participants were aged 40-49, although participation of women aged 25-39 was also significant.

#### 1.4 The registered long-term unemployed

2,952 have been registering for more than one year and are thus called long-term unemployed. 519 long-term unemployed followed ETC mainstream courses. Most of them attended the literacy, private guards and trade courses. Participation of the long-term unemployed in traineeships was minimal. 100 persons were placed in direct employment whereas another 68 were

Community Work Scheme (CWS).

Of the 2,952 long-term unemployed persons, 688 are very long-term unemployed i.e. they have been registering for more than five years. All the very long-term unemployed were called for an interview to establish the causes of such a lengthy unemployment period. Resulting from such assessments 172 were addressed to ETC training courses and 2,525 persons were submitted to appropriate vacancies. In spite of the various difficulties encountered, 62 very long-term unemployed persons were placed in jobs. The Employment and Training Placement Scheme was used in 24 of the cases.

#### 1.5 Persons with disability

Supported employment services in the form of vocational guidance, training and referral to job opportunities for disadvantaged groups continued to be strengthened during the year under review. Such ETC services to persons with disability, ex-inmates of correctional facilities and ex-substance abusers were complemented by the efforts of the partner organisations with which ETC has a co-operation agreement. These

## TEES helps both Older Workers and Employers

*Simon Muscat is one of the 81 ETC clients aged forty and over who, thanks to the Training and Employment Exposure Scheme (TEES), is on six month training with an employer gaining work experience and skills which enhance his employability.*

The objectives of TEES are: To encourage employers consider employees aged 40 and over as efficient and productive, and to show employers that the experience of these employees pays; and to retrain unemployed aged 40 years and over in areas where they can be re-integrated in the labour market. Throughout the whole year of the scheme TEES participants receive a weekly remuneration of Lm55 plus bonuses, all paid by the ETC. Participants attend for training and work experience on a 40-hour week basis. Employers employing participants who successfully completed TEES on an indefinite full-time contract receive at the end of each year these grants for every employee kept:

- Lm7 weekly for the 1st year
- Lm5 weekly for the 2nd year
- Lm3 weekly for the 3rd year in employment.

Employers who would like to employ TEES participants may contact:



## New Job Centre in Cottonera

ETC's Job Centre in Cospicua has moved to the Access complex, Triq San Dwardu, Birgu, CSP 09, to join other social service providers. Tel numbers remained the same, 2180 9549 and 2180 9550, and also the fax number, 21 809573 but the e-mail has changed to [cottonera@etc.org.mt](mailto:cottonera@etc.org.mt). The new Job Centre was officially inaugurated on November 16, 2002.

Between October 1 and June 16 the Job Centre is open on Mondays, Fridays and Saturdays between 8.30am and 12.30pm and Tuesdays, Wednesdays and Thursdays between 8.30am and 12.30pm and between 2.00 and 5.45pm. •UD



## Experience Pays Scheme

### Training and Employment Exposure Scheme for the Over 40s (TEES – Over 40s)

Compiled by

Mr Victor Mifsud B.A. (Hons) Econ. & Pub. Adm., D.P.E. (Oxon.)

Officer-in-Charge - Over 40s at E.T.C.

## CALLING ALL EMPLOYERS AND HUMAN RESOURCE MANAGERS

### Do not miss this golden opportunity!

You can recruit a new and mature employee, trained for six months in the skills listed below, WITHOUT PAYING A SINGLE CENT FOR THE FIRST SIX MONTHS, if you offer to sponsor a participant, in the ETC's Training and Employment Exposure Scheme – TEES, for six months work.

YOU CAN ALSO RECEIVE A VERY GOOD SUBSIDY for the following three years, if you decide to offer him permanent employment after the sponsorship – Lm7, Lm5, Lm3 weekly respectively.

These TEES participants are already being trained in:

Refrigeration and Air Conditioning;  
Electrical;  
Plumbing;  
Electronics;  
Storekeeping;  
Computer;  
Office Skills;  
Gardening;  
Food and Beverage Preparation;  
Welding;  
Woodwork.

#### Objectives of the Experience Pays Scheme (TEES – Over 40s)

- To convince employers that employees over 40 years of age can give very efficient and productive work, and value the concept that 'experience pays'.
- To retrain unemployed employees over that age of 40 years in areas where they can be re-integrated in the labour market.

**Stress is to be made on the great values pertaining to older workers:**

- Maturity;
- Experience;
- Loyalty;
- Continuity;
- Expertise;
- Training investment;
- Dedication;
- Discipline;
- Acceptance of authority;
- Managerial ability;
- Less sporadic leave off work;
- Better customer care especially in the retail trade.

#### Joint Management Consultative Committee of the Scheme

The Joint Management Consultative Committee is made up of:

The Malta Employers Association (MEA);  
The Employment and Training Corporation (ETC) and  
The Management Company (Outlook Cooperative)

It is chaired by the MEA.

#### Training and Work Exposure

##### Phase I

The first 4 weeks of training are devoted to Core Skills particularly motivation and self-esteem raising practices, followed by Skills Sampling and Aptitude Testing to establish inclinations and wishes of participants.

### Phase II

In the next 24 weeks participants are given intensive training in Particular

Skills in demand in the labour market, as found by the Employment Barometer Survey carried out by the ETC.

### Phase III

In the next 22 weeks participants are assigned with an employer for the work exposure phase of the scheme, hoping to perform so well that the employer would offer permanent employment at the end of the scheme.

NB Phase II and Phase III are flexible in duration.

### Remuneration and Hours of Work/Training

Remuneration is Lm55 per week for the whole year, plus bonuses, all paid by the ETC. Employment and Industrial Relations Act 2002 covers conditions of employment. For the purpose of this scheme the probationary period shall be 13 weeks. Participants who abandon the scheme or leave the scheme without just cause will be liable to refund the difference in wages received to benefits entitlement for the period they spent on the scheme. Furthermore, repayment of training costs will also have to be refunded pro rata. Participants will have to attend for training/work experience on a 40-hour week basis. No half days will be observed in summer.

### Incentives to Employers for Permanent Employment

Organisations procuring these jobs e.g. (MEA, GRTU, MHRA, FOI, and others) at the end of the one year scheme, will be awarded a bonus of Lm100 per job after the participants have

**Employers**, who keep in permanent, full-time employment, participants who finished successfully the one-year engagement in the scheme, will be entitled to a grant, per employee kept, of:

- Lm7 weekly for the 1<sup>st</sup> year;
- Lm5 weekly for the 2<sup>nd</sup> year and
- Lm3 weekly for the 3<sup>rd</sup> year in employment.

### Advantages to Employers

- You recruit experienced, mature, serious, loyal, disciplined and dedicated workers;
- Training has been provided and paid by the ETC in the previous 6 months;
- You pay no wages, and no NI for the 6 months work exposure that you offer after the 6 months training, these are paid by the ETC.
- You have the option of keeping permanently a trained employee who has proved himself to you for 6 months during which time you have not paid a cent on him;
- You receive subsidies for three years (Lm7, Lm5, & Lm3 weekly respectively) if you offer him permanent employment;
- Constituted Bodies receive Lm100 for each permanent employment found.

### Duties of Employers

The Malta Employers Association, sitting on the Joint Management Consultative Committee of the Scheme, and other Constituted Bodies, will be requested to find permanent employment to successful candidates finishing the one-year duration in the scheme. The jobs offered should have a remuneration of no less than Lm60 weekly in the first year, Lm62 + COLA in the second year and Lm64 + COLA in the third

provide work related and corresponding to the training received by the employee from the ETC.

### THE EMPLOYERS AND MATURE EMPLOYEES

*Employ an older worker, experience pays!*

*The Employers stand to gain by:*

- Keeping older workers in employment and
- Employing new older workers.

Older workers have many **ADVANTAGES**. The following are some of the **great values** pertaining to older workers:

- **Maturity:** You are dealing with an adult who knows what responsibility is. No child's play. He is serious in his dealings. Attitude to work is that of a grown up. He already knows the importance of time and time keeping, thus giving a day's work for a day's pay and being punctual is part of him already.

- **Experience:** An older worker has fruitful work experience that you can tap and rely on. Challenges are not new to him. He is seasoned in tackling difficulties and solving problems; he knows what to do and where to go in awkward situations; his experience in job relations are already developed, thus relating to customers, colleagues and to superiors is already ingrained in him.

- **Loyalty:** An older worker is loyal to his employer. He values this quality so much. An employer for him is the provider of his bread and butter and loyalty to him is a form of security that he appreciates and is anxious to preserve for a long time. The longer the period of employment the greater the



- **Continuity:** An older worker provides an employer with continuity on the job and he is less likely to hop off to another job, thus an employer saves time and money in training and retraining new workers. Young employees hop off more frequently from one job to another.

Statistically older workers are less on sick and frequent leave. They are steadier on their job and less likely to be, say on maternity or paternity leave.

- **Expertise:** He has already been trained in a particular skill or has got a particular knowledge that an employer can put to his good use.

- **Training investment:** An older, experienced worker knows his job well and produces more. He is more stable. Original training expenses have turned into an investment and no further training expenses are involved, as in the case of younger employees who frequently change jobs and new employees have to be trained again. The only expense incurred in the case of older employees is for re-training purposes to meet technological progress. Also younger and new employees could be assigned with him to be given his skills and knowledge.

- **Dedication:** An older worker is more dedicated to his job. He finds in it his personal satisfaction and fulfilment. His dedication is serious and complete.

- **Discipline:** Another very important value of an older worker is his sense of discipline. His mind is more set on his job that he does meticulously. His production is constant, continuous and he is less distracted in his work.

- **Acceptance of authority:** An older worker knows and understands the importance of

authority. He is less rebellious and accepts the fact that someone has to be in charge and give orders. He understands more the importance of management and its functions. Authority for him means organisation and order and it is regarded as a necessity.

- **Managerial ability:** His long work experience has taught him how to manage better the production process. His managerial ability, in using the available human resources and raw materials, is more efficient since he understands more the value of each.

- **Less sporadic leave off work:** Statistically it has been found that older workers are less absent from work when compared to younger employees especially in the cases of sporadic absences, attendances immediately after weekends and sick leave.

- **Better customer care especially in the retail trade:** When it comes to human relations especially customer care, older workers are more experienced and give a better service. They are especially more humane and understanding particularly with older customers. And it has been found that older customers prefer older employees giving them a service, too.

Experienced employers, when interviewed seemed to agree with the above positive aspects and actually seek older unemployed to fill their vacant positions.

*Employ an older worker, experience pays!*

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## Unemployment benefits: Checking abuse

The findings of a study aimed at pinpointing what led to a poor response to a training and employment exposure scheme for those over 40 are quite revealing. It shows that despite all the efforts that have been made so far to stamp out abuse in unemployment benefits, the problem still exists.

The scheme was devised by the Employment and Training Corporation. About 1,200 registered unemployed were entitled to join but only 300 expressed an interest and, at the end of the day, only 81 decided to take up the offer! The number is extremely small and called for a proper investigation of the situation.

Such poor response must have been very disappointing to the ETC, especially in view of the many calls made for ways and means to be found to offer alternative employment to a category of job "seekers" whose age works against them.

Age may indeed work against this category of job seekers, but it looks as if age has very little to do with the reason for their registration for employment.

Wisely, the corporation decided to go deeper

into the matter and commissioned a research agency to carry out a study. Now, according to the findings, the job seekers do not seem all that desperate to find jobs.

The corporation gave four main reasons that could have led to lack of interest in the scheme – an unwillingness to work for reasons known only to the job seekers themselves; leading a comfortable life on the social assistance received; health considerations that mitigate against employment, registering for work in order to qualify for social assistance and, fourthly, engaging in the black economy.

In fact, the information given shows a situation that can well be described as both risible and tragic. For example, when respondents were asked what sort of weekly pay did they expect, the figures mentioned ranged from Lm60 to Lm200 a week!

Ninety per cent of the interviewees were long-term unemployed and 80 per cent of the sample received social assistance. Again, this is quite an interesting observation.

Only three out of five respondents claimed to

have received the letter inviting participation in the scheme. The compilers point out that a letter might not have been an ideal means of communication "as it provides an easy escape route for those inclined to claim non-receipt of such letters."

The information given in the survey shows widespread abuse that should be quickly checked in the interest of all, particularly of course the taxpayers who are financing those who prefer to keep registering for work rather than join the labour market.

Such situations happen in a number of countries abroad as well. What is manifestly wrong is when political parties or trade unions, eager to put the party in government in a bad light, come out criticising administrations for striking workers off the unemployment register.

It is only right to support those who find themselves out of work and help them retrain themselves in a bid to find a place in the labour market again. But those who prefer to abuse the system should be told in plain language that enough is enough.

*To all the members of the Joint Management Consultative Committee of TEES*

### MY PUBLISHED MATERIAL ON TEES

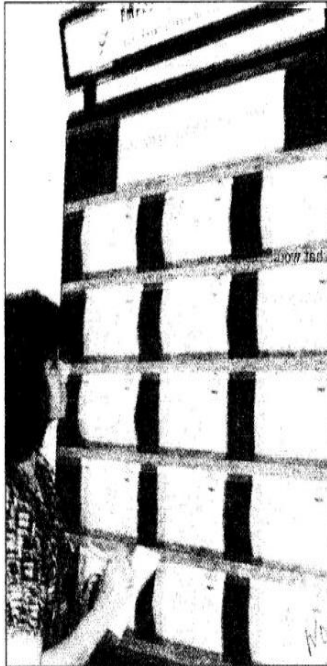
Please find attached copies of material I have published, as agreed in previous meetings, with the aims:

- To increase awareness of TEES with employers and human resource managers and
- To enhance the chances of good placements for TEES participants.

1. Article on THE TIMES of Tuesday 17<sup>th</sup> December 02 entitled:  
**The value of employing the older workers (Over 40s).**
2. Article on THE EMPLOYER magazine, issued by the MEA, issue No 79 entitled:  
**Experience Pays Scheme: TEES for the Over 40s – Calling all employers and human resource manager.**
3. THE TIMES editorial of Friday 20<sup>th</sup> December 02 entitled:  
**Unemployment benefits: Checking abuse** – on my presentation at the Press Conference on MISCO's research findings from the non-participants in TEES.
4. I am presently **preparing other material to be published** with the above aims in mind but particularly **to enhance the overall chances of employment of the over 40s unemployed.**
5. I think it is time that **we hold a discussion in the JMCC of TEES on: How can we improve Scheme TEES for the over 40s to launch it again with more success in the future.** I am also working on such a document.

Victor Mifsud  
Officer-in-charge: Programme Over 40s  
6<sup>th</sup> January 03

# Survey points reasons for poor response to ETC scheme



*A research survey by MISCO for the Employment and Training Corporation into the poor response to the corporation's Training and Empowerment Exposure Scheme has found that more than a quarter of eligible participants did not want to learn more and 23 per cent felt the job/training offered was not suitable. A fifth wanted better pay.*

**A**ROUND 1,200 registered unemployed were eligible to join the scheme. Some 300 showed interest by returning the slip attached to a letter sent to them by the ETC inviting them to apply. But after the scheme was explained and applicants were informed that participation was voluntary and they would not be struck off the unemployment register if they did not join, only around 80 persons ended up joining.

In terms of the scheme, launched in July, long term unemployed aged over 40 could receive training for six months in an area they chose out of a predetermined list and then have work exposure with an employer for a further six months, with the ETC paying them Lm55 weekly throughout the year. Once the year was up, if an employer chose to retain the trainees, he could pay them the minimum wage but that would be further topped up by the ETC.

The survey report said there were a number of factors which helped to explain the reasons behind the poor response to the scheme.

It observed that 90 per cent of those interviewed were long term unemployed and 80 per cent of the sample received social assistance.

"Only" around three out of five respondents claimed to have received the letter inviting participation, whereas they should have all received it.

"Although this is not to say that the letters were not actually received by the other respondents it does point to the fact that this means of communication in itself may not be ideal, as it provides an easy escape route of claiming non-receipt by those who want to."

The vast majority of respondents - four of every five, claimed that they did not see the advertisement of the scheme in the local press.

"For greater impact therefore, advertisement design improvements, frequency and choice of medium may be considered."

Around four of every five respondents who received the letter or saw the advert in the press knew what the scheme was about.

The respondents who were aware of the scheme were more or less equally divided between those who decided immediately they were not going to participate and those who discussed the matter with someone else before deciding not to participate.

Those who decided not to participate did so because they did not want to learn more/were not interested or were too old (28.5 per cent).

(Continued on page 12)

## Better awareness about training needed

(Continued from page 1)

23.1 per cent felt the job/training offered was not suitable and 20.8 per cent felt the pay was too low and it was financially not worth it. Just under 11 per cent said they had no transport, 7.7 per cent claimed health problems and 4.6 per cent said they were awaiting a reply regarding another job. The most appealing attributes of the scheme were that it was seen to provide experience through training and working at the same time (23.5 per cent).

It was viewed by 15.8 per cent as providing the opportunity to earn a wage and have a job; it provided people over 40 years with job opportunities (11.7 per cent) and it provided learning experience which was positive.

Out of a list of factors perceived to encourage participation in the training scheme the least appealing aspects were the pay element (Lm55 per week) and the fact that the scheme was full-time.

"In itself this reflects a situation where a segment of the respondents feel they are currently better off, not necessarily in absolute terms but at least in relative ones. This holds both for the time and money element because in practice they are not completely separable."

Based on the findings from this research the critical success factors for the corporation vis-a-vis this scheme were:

- Sensitivity to the expectations of the unemployed in terms of financial remuneration (Lm55 was considered to be too low by the respondents. The median expectation worked out at Lm70 weekly);

- A critical look at the type of training that eligible persons are after, while matching this

requirement with the supply;

The decision to have participation in the scheme on a voluntary basis may also be counter-productive.

"Admittedly in practice it would prove to be more difficult for the ETC to design and apply a fair set of parameters to all in order to determine whether a person should be struck-off or not. However such a task is likely to yield better results than having a scheme which is categorical, either voluntary or compulsory, in that applying the right parameters will bring about a better participation rate and such a system will also identify those who are not really actively seeking work."

The report said the preference expressed by some for part-time schemes rather than full-time ones needed to be explored further, primarily as to the reason for such preference, and in the unlikely event that justification was found, part-time schemes, likely to be more popular could be considered.

However the attractiveness of having a part-time scheme because it would allow enough time to carry out other work could not be an exercisable option.

"A gradual change in outlook through an educational process is required, wherein it is more generally accepted that training is for life and therefore one is never too old to learn."

"Precisely because nowadays we live in a world where no job is any longer guaranteed, eligible persons not only need to understand this reality, but moreover through an awareness programme they also need to understand that this fact in itself should encourage them even more to learn further because further training will tend to open up their chances of securing employment" the report said.



# Tackling the problem of the unemployed who are over 40

Victor Mifsud

With reference to the editorial of December 20 ("Unemployment benefits: Checking abuse"), I fully agree with the last paragraph which stated that: "It is only right to support those who find themselves out of work and help them retrain themselves in a bid to find a place in the labour market again. But those who prefer to abuse the system should be told in plain language that enough is enough."

Although there seems to be abuse and here action must be taken, however, it is also true that there are genuine cases that should be assisted. To better understand the plight of these genuine cases, I wish to give some figures of the size and nature of the problem of the over 40s unemployed and the great difficulties this disadvantaged group finds when it tries to find adequate jobs.

According to the ETC's September 2002 unemployment figures:

38 per cent (2,605 out of 6,771) are over 40. This represents a reduction of two per cent since March 1.

95 per cent of the problem is in Malta and five per cent in Gozo.

88 per cent are males and 12 per cent females.

33 per cent are single and 67 per cent are married.

26 per cent of the over 40s unemployed are registered as illiterate.

55 per cent have a very low level of education (mostly primary level) and are registering for unskilled and labouring type of jobs. Only those who today are under 46 had the opportunity of benefiting from the introduction of compulsory secondary education for all up to the age of 16 introduced in 1970.

57 per cent have been registering for more than one year.

21 per cent have been registering for more than five years.

This group (the over 40s unemployed) faces a number of difficulties, first when it comes to hold on to its present employment but in particular when it comes to seek employment. And this is especially so when the economy is not so buoyant.

The following are the main difficulties they have to face:

- **Fast technological progress:** Older workers feel threatened by the problems of fast change on the shop floor and in the office with new facilities in the form of new office equipment and new shop-floor machinery that make it paramount to change, learn, retrain and adapt.

They have been used to a system of little or no change, their adaptive capacities are slow and so they are handicapped.

- **Age discrimination:** They are discriminated against in training programmes, recruitment and promotion prospects due to their age factor. They are encouraged to retire early to make way for a younger and more adaptive workforce. However, the percentage of the older workers in the workforce is increasing.

- **Low educational level:** More than one-fourth of the unemployed who are over 40 are illiterate.

Nearly no one wants to employ an illiterate person.

The other three-fourths have only primary education and no IT knowledge and skills.

- **Training difficulties and their low skills level:** Two-thirds of this group are registering for jobs which require no particular skills and for other labouring type of jobs like cleaners, watchmen, messengers, porters.

Their lack of ability to read and write makes it very difficult to retrain them. Adaptability to new technologies is slow, so employers are afraid to take them on.

In-service training for old aged employees is looked down at, by both employers and employees. Despite the difficulties, ETC's training services division successfully trains and retrains thousands each year. More in-service training by employers is required.

- **Stress and health problems:** Employers are reluctant to employ the over 40s for they say that aging job-seekers are often on sick leave. This is statistically untrue when compared to younger employees. Older workers are less on leave off work especially after weekends and their chances of being on parental leave are less too. Records of older workers' presence at work show greater continuity.

- **Aging job-seekers are said to be too expensive:** Employers believe that retraining this group is expensive. It is claimed that aging job-seekers show reduced work performance. This could be made good by a higher degree of skills available, expert

knowledge, mental balance, greater experience, continuity, job loyalty, maturity, respect to authority and dedication.

- **The future of an enterprise is in the young:** Investment in the young seems to be preferred, although they hop off quicker. Demographic reasons may not supply enough young personnel in the coming future. A mixture of both young and older workers helps to create the right balance.

- **Lack of confidence and self-esteem:** The longer the period of unemployment becomes, the more they feel rejected, useless and unwanted, and this creates an inertia against moving out of unemployment.

Training in rebuilding self-confidence and self-esteem is required.

- **Poor employment records:** Some find it difficult to have good relationships both vertical and horizontal.

Some have moved in and out of jobs repeatedly and had behavioural problems, a few have absented themselves many times or were found away from work or are lazy and late-comers. Here careful guidance and counselling by the respective employment advisers helps to improve matters. And ETC's employment services division and particularly its employment advisers are doing sterling work in this regard.

- **Social security benefits plus the black economy:** The temptation to register and have adequate social security benefits, as we have in Malta, plus a part-time (or a full-time), clandestine job here and a clandestine job there, is great.

(Continued on page 10)

## Problems of the over 40s

(Continued from page 8)

Stricter law enforcement surveillance and means testing is needed to eradicate abuse, as was pointed out in the editorial.

- **Ex-convicts, substance abusers and disabled persons over 40:** Few are those employers who are ready to give this category another chance in life.

Employment advisers give special attention to this category. The ETC's schemes, 'Bridging the gap' and the ETPS are highly commendable and the work done in this field by the ETC's supported employment section is highly appreciated.

- **Problems of carers of children and the elderly:** There are cases of single parents and widows or widowers looking after their children, or children's children or their elderly dependencies. Day-care centres for children and the elderly will help to employ them, as well as flexible working hours and part-time employment.

Older, unemployed workers experience a recognisable pattern of emotions. Shock, denial, anger, resignation and apathy need counselling and continuous support together with a tailor-made, client-based integrated service.

ETC's employment advisers assess their needs and address their requirements, with the ultimate aim of finding employment.

- **Hostile to classroom teaching in groups of various ages:** Older workers are against the classroom teaching atmosphere, they prefer individual teaching as is taking place so successfully at the Jesuits' Paolo Freire Institute, Zejtun. Or at least they prefer to be taught in very small groups and they hate being taught together with younger workers.

- **Medical certificates and health problems:** Many of them claim to suffer from some form of ailment, e.g., back pain, vertigo, arthritis, dizziness, nausea, and fits, and if pressed will produce medical certificates.

They manage to remain on the unemployment register since they have not refused employment, but were not chosen by employers.

- **Hoping to get employment with the government:** Clientelism and promises by politicians of all sides have to stop in order to eradicate once and

for all this wrong attitude completely. Otherwise, it will be difficult to place them with the private sector.

Employment in the public sector is on the decline and as a matter of public policy. There should be less employment in the public service and the money saved should be invested to create more employment in the private sector.

Adequate jobs are not difficult to find if the state of the economy is good. When economic expansion is appreciable and there is a demand for labour, employers will recruit from among groups they would previously have largely ignored. One of these groups is surely the unemployed who are over 40.

But when the state of the economy is not that buoyant especially due to foreign low demand, special schemes (like ETC's, - Tees for the Over 40s - training and employment exposure scheme) have still to be devised and improved in order to assist the genuine cases to be retrained and employed. That is what other countries do in such situations.

At the moment the 81 voluntary participants in Tees have already been trained for six months and the great majority of them have been placed for work exposure with an employer.

Although such schemes cost money, they are an investment, as in the long-run the government makes a net saving in the form of less social assistance paid.

Unemployment figures go down and unproductive people have been retrained and put back in productive employment. The economy stands to gain especially due to the accelerator effect.

Employers and human resource managers are advised to assess the ability of an over 40s unemployed, irrespective of his age. Remember, that to make up for the above difficulties, he can also give you maturity, experience, loyalty, continuity, expertise, training investment, dedication, discipline, acceptance of authority, managerial ability, less sporadic leave off work and better customer care especially in the retail trade.

The ideas expressed above are my personal ideas.

## Snajja'

● Ftit ilu mort ghand familja fiz-Zejtun u l-omm urietni t-thassib taghha dwar it-tieni iben taghha.

Il-kbir jinsab jistudja l-MCAST imma t-tieni mixhut iżjed ghas-snajja' u kellu l-hsieb li malli jasal fil-form 3, jaqleb ghas-snajja'. Imma fl-iskola fejn imur, minghajr ma kkonsultaw jew informazzjoni lill-ġenituri, qabdu u hallew mixxi fl-iskola sekondarja.

Binha l-kbir tghidx kemm għab riżultati tajba fl-'O' levels' u bihom seta' jidhol fl-MCAST. Iz-żgħir m'għandux sens iġib dawn ir-riżultati u għalhekk se jibqa' barra mill-MCAST.

Fejn se jmur dan iż-żgħir, issa li spicċaw l-iskejjel tas-snajja? Sirna nafu f'it ilu li mill-iskejjel sekondarji hemm klassijiet shah tal-Form 5 li mhux se jersqu għall-eżami tad-dhul fl-MCAST għax m'humiex addattati. X'se jsir minnhom iż-żgħiraż-żgħira? Huma żgħiraż-żgħira għandhom ix-xejra ghas-snajja' imma m'humiex se jilqu l-livell ta' edukazzjoni li titlob l-MCAST. Għandhom il-jedd li jkun ppreparati għall-hajja personali u għall-hajja tax-xogħol.

Ir-riforma li saret s'sissa hallett dan il-vot li qed jolqot mijiet u għada eluf ta' żgħiraż-żgħira.

## Mobile

F'it gimghat ilu bqajt imbel-lah bit-twegiba li tani tifel ta' disa' snin. Kienu grupp ta' erbat itfal, ikoll bil-mobile fil-but. U jiena staqsejthom x'jambuh il-mobile f' dik l-età tagħhom. Għax jiena kont tal-fehma li dan il-mobile mhux qed biex ikollhom it-tfal u joqogħdu jahlul l-ħin u l-flus iħabthi l-maccabbi jgħidx magħnoli.

## Ta' fuq l-Erbghin

Nhar il-gimgha ltaqajt f'Wied il-Għajn ma' Victor Mifsud, ex-surmast ta' skola sekondarja u bħali miz-Zejtun, għalkemm joqogħod band'ohra. Kont naf li kien iktira mix-xogħol. Ma kontx naf bix-xogħol sabih li qed jagħmel b'riżq daww il-haddiema li qed jirreġistraw għax-xogħol u li għandhom iżjed minn 40 sena.

Hu magħruf kemm dawn il-haddiema, meta jiehdu s-sensja, kemm qed isibuha bi tqila biex isibu mpjeg iehor. Victor qal li

# ĊAR U TOND

DUN ANG SEYCHELL



# Madwari fil-hajja ta' kuljum

hawn iżjed minn 2,000 minnhom qed jirreġistraw għax-xogħol. Fi hdan l-ETC Victor għen biex nies bħal dawn ikunu mħarrġin u jkun mghejjuna biex isibu xogħol ma' sidien li bħala inċentiv l-ETC toħroġ, għal mhux iżjed minn sena, nofs il-paga li tingħatalhom.

Digà hemm min sab ix-xogħol b'din l-iskema. Jiddependi kemm sidien lesti li jzommhom impjegati magħhom anke wara dik is-sena u kemm minn dawn il-haddiema li qegħdin jirreġistraw ikollhom is-sahha meħtieġa biex jagħmlu x-xogħol mitlub minnhom.

Dawn il-haddiema m'għandhomx l-enerġija li jkollhom iż-żgħiraż-żgħira, imma jikkomponew bl-esperjenza li jkollhom fix-xogħol, bil-maturità li l-hajja għib magħha u bis-sens t'addattament li laħqu kisbu.

hila jsib tarf ta' dal-hela ta' ilma? Jara xi hsara hemm u fejn tinsab?

Għax mhux biss qiegħed jin-hela l-ilma, iżjed titfarrak it-triq u iżjed tkun ta' tfixkil kemm għas-sewwieqa kif ukoll għal min jgħaddi minnha bil-mixi.

Iva din ukoll hija problema li m'hawnx soluzzjoni għaliha?

## Binja Minzel

Dis-sena fiz-Zejtun hrignu nbierku ċerti oqsma tal-parroċċa tul ix-xahar ta' Frar. Messni nżur il-familji tat-tliet blokki ta' flattijiet li hemm f'Gebel San Martin. Apprezzajt l-indafa u l-ordni li hemm kemm f'Binja San Klement kif ukoll f'Binja San Martin. Hija frott il-koperazzjoni shiha li hemm bejn il-familji ta' dawn il-binjiet.

F'Binja Minzel hemm xi diffikultajiet. L-akbar wahda hija dik

jiet l-ohra hemm kumitat attiv jgawdi l-fiducia tal-familji kcha. Jidher li dan mhux il-k f'Binja Minzel.

Ma jistax il-Kunsill Lokali t-Zejtun jidhol f'din il-kwistj halli l-lift jerga' jibda jahden terġa' ssehh il-koperazzjoni b il-familji ta' din il-binja?

## Salamur Roża

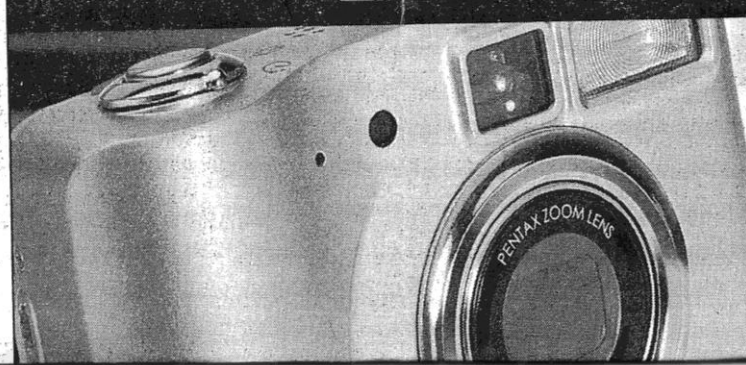
Ma kontx naf li s-salar

**EAST AUSTRIAN**



**SPAIN GIBRALTA**

**hp DIGITAL**





# When life has to begin at 40



**Victor Mifsud**

The Employment and Training Corporation is constantly endeavouring to help persons who are 40 years old and over to rejoin the working force. In fact, the ETC has a fully fledged division which directs all its efforts to assist the so-called long-term unemployed (LTUs).

The latest ETC figures (March 2003) show that 38 per cent, or 2,629, of those registering for work are over 40. The total figure for those registering for work at the end of March stood at 6,939. Of those who are 40 and over and are registering for work, 95 per cent are in Malta and five per cent are in Gozo. The vast majority (87 per cent) are males. While 67 per cent are married, 33 per cent are single.

Two other key indicators are that 20 per cent of the over 40s are illiterate and 53 per cent have a very low level of education, mostly primary level.

A total of 57 per cent have been registering for work with the ETC for more than one year and 20 per cent have been registering for more than five years.

The constant effort made by the ETC to enable such people return to work is ongoing. But with the aim of exploring further avenues, the corporation recently organised a one-day seminar

**'When employment partners meet and listen to each other's expectations, attitudes change, slowly but surely, for the benefit of all.'**

will be no insistence on indefinite work contracts in ETC schemes, nor guaranteed wages. Training provided – both in-house and by the ETC – should be in line with the demands of the labour market.

Unemployment submissions by the ETC are to be more exact. Time wasting interviews should be avoided.

The unemployed want decently paid work which also respects their dignity, recognises experience and, of course, safety. They hate discrimination based on age and expect to be employed for what they can do and possess.

The unemployed also feel there should be more fairness in filling job vacancies.

Those speaking for the unemployed felt that foreign workers should not be exploited at the expense of the local unemployed. Qualities possessed by older workers such as maturity, experience, continuity, seriousness, loyalty, expertise, training received, discipline, acceptance of authority, better customer care, dedication and managerial abilities should be given more weight in interviews and in the filling of job vacancies.

which brought together the ETC, the long-term unemployed and also employers.

Attended by over 80 LTUs the seminar was structured in such a manner that would enable all three partners to express their needs, identify the problems encountered and probe various avenues that would enhance the chances of finding employment.

It is recognised that when a person has been unemployed for a long time that person becomes demotivated, loses self-confidence and self-esteem. Such persons often feel good for nothing and live in a state of shock. This pushes persons into apathy, which hinders anyone from making an effort to move out of unemployment and join the productive work force. It was therefore opportune that one of the sessions at the seminar was a discussion with a psychologist. The session was useful to help such persons lift their morale and rebuild self-confidence and self-esteem.

A recent research study conducted by Misco, on behalf of the ETC, concluded that the number of over 40s who are unemployed was actually less than that of those who register for work. This anomaly may be due to four reasons. There are LTUs who do not want to work for reasons known to themselves. There are those who can live comfortably on the social assistance they are receiving. Others have health problems which prohibit them from taking up employment but register for work to qualify for social assistance. In the fourth category one finds those engaged in the black economy.

To beat this mentality those LTUs attending the seminar had a discussion with a senior official from the Ministry for Social Policy. The official explained the advantages of working regularly and paying national insurance contributions.

The disadvantages of working in the black economy were also explained.

To attack the problem from all angles the LTUs participated in a discussion involving representatives of the Malta Employers' Association, the Federation of Industry and the Chamber of Commerce. There were also two representatives of the ETC and five representatives of the unemployed persons.

In the discussion it emerged that employers want a more prepared, literate, trained, committed, honest and adaptable workforce. Employers require workers to give their maximum production at the lowest possible costs and with a more flexible approach to work. This is necessary for a firm to be more competitive and to increase the demand for their products or services. The employers are increasingly expecting that there

Job applications should be acknowledged and filled vacancies notified to applicants.

The unemployment want full-time, indefinite employment and not the uncertainty of definite contracts paid on the minimum wage irrespective of experience and qualifications. They also need clear job descriptions and not be expected to do everything.

Early retirement schemes should be discouraged. Rationalisation and retraining are preferred.

The ETC advisors, who chaired and acted as rapporteurs of the workshop, are to dedicate more time to knowing their clients and obtaining more detailed information from employers about job vacancies before submitting the unemployed for jobs.

The ETC would like employers to retrain more workers in-house and to inform the corporation about their future training and employment needs. More effective communication based on detailed information on job vacancies with ETC would be very useful in the early filling of job vacancies.

More feedback from employers would be greatly appreciated after interviewing applicants suggested by the ETC. Employers should offer more indefinite contracts and guaranteed reasonable wages especially to applicants participating in ETC schemes such as TEES (Training and Employment Exposure Scheme for the Over 40s).

Through this scheme the ETC has trained participants for six months and the employers acquired, free of charge for six other months, the services of trained participants. Definite work contracts create uncertainty among the workers. In return for permanent employment offers, employers are given financial incentives by the ETC for the first three years.

The forum indicated that the unemployed should make more use of the employment services offered by the ETC and participate more in training courses and schemes it provides in order to retrain and employ themselves. In today's world no job is for life due to the fast technological and other changes taking place.

When employment partners meet and listen to each other's expectations, attitudes change, slowly but surely, for the benefit of all. "It is heartening to note that someone is caring and has an interest in finding employment for us," said one of the long-term unemployed at the motivation seminar.

Mr Mifsud is the ETC officer in charge of the programme for over 40s.  
victorm@etc.org.mt



## COMMENT

# Putting a human face to impersonal data

**A** SUMMARY overview of those registering for employment who are over 40 by an Employment and Training Corporation official a week ago offered much food for thought to policymakers and social analysts alike. Victor Mifsud, the ETC officer in charge of the programme for the over 40s, supplied a clear basis of key data plus a summary of a seminar intended to bring together the ETC, the long-term unemployed and employers.

Basic data first. Around 38 per cent of those registering for employment – over 2,600 persons, 87 per cent of them males – are over 40. Nearly six in 10 (57 per cent) have been registering for over a year, and 20 per cent have been on the corporation's books for more than five years. Just in case that is not startling enough, factor in two other indicators: one-fifth of the over 40s are illiterate, while 53 per cent have a very low level of education, mostly primary.

Misco research for the ETC lightened that dark composite cloud somewhat. It concluded that there are fewer over 40s actually unemployed than those registering for a job. One reason has to be that some of those registering are unemployable, and another that a number register, but work on the hush-hush in the underground economy. These factors are certain, but cannot be quantified or guesstimated. Given the checks and enforcement that the ETC carries out, the bulk of the data emerging from the numbers on the unemployment register must, nevertheless, be presumed to be factual.

The conclusion is horrifying in human terms. Several thousand men and women over 40 cannot find work, though the economy has been expanding regularly, albeit at a much



Lino Spiteri

reduced pace over the past six quarters or so. It is disconcerting in economic terms. The objective of more economic growth in Malta has to be reached through the productive export sector of the economy. By definition and in practical terms that excludes all but a slim margin of those who do not possess the necessary education, skills or experience, and who are difficult to train or retrain.

The corporation tries to overcome these constraints with schemes such as the Training and Employment Exposure Scheme for the over 40s (TEES). It also takes direct initiatives with employers, including those who may be experiencing market situations that may bring about redundancies, which would generally paint darker and probably larger the data summarised above. Recently the ETC reached out to try to bring together, with its participation, employers, and the long-term unemployed.

The response, it seems, was not massive. Still, indications of its outcome can be taken as a sample of attitudes pre-

vailing in this critical socio-economic sector. Two reactions struck me in particular. Mr Mifsud reported in his article that the unemployed want full-time, indefinite employment, and not the uncertainty of definite contracts, carrying the minimum wage irrespective of experience and qualifications.

The first part of that reaction is hardly surprising, though fulfilment of the desired conditions is no long-term guarantee against the implications of the pressures of the market. The second element should suggest that employers are pushing down wage and salary rates for new applicants. There does not seem to be much evidence that is in fact happening, and it should not be taking place where employees are unionised. There is, however, some evidence that qualified job seekers are applying for jobs below their qualifications.

Mr Mifsud also reported that employers are increasingly expecting that there will be no insistence on indefinite work contracts in ETC schemes, nor guaranteed wages. That expectation is not very widely known. It would seem to run counter to provisions on definite and indefinite contracts in the updated employment and industrial legislation. The attitude reflects what some economists and employers mean when they speak of "labour rigidities" and the need for "flexibility". Again, though, the realities of market pressures generally cut across contract distinctions.

The focus offered by giving a human figure to the unemployment numbers confirms how meaningless it is to digest raw news of both job and unemployment increases or declines. It also supplies updated evidence why the hard core of structural unemployment has remained so resistant to improvement over the years.

## 20 CLASSIFIED

THE SUNDAY TIMES, AUGUST 17, 2003

## Employing over 40s

by Victor Mifsud

IN THE last few weeks the Employment and Training Corporation (ETC) held two motivational one day seminars for registered long term unemployed (LTUs) and unemployed registrants aged 40 and over. The aim of these seminars was to help such clients move out of unemployment and social assistance and join the productive workforce.

Over 170 ETC clients attended these two seminars voluntarily. These participants seem to have enjoyed and appreciated ETC's efforts to listen to them and help them. They had the opportunity to speak out on what they expect from ETC and their prospective employers. They also filled in two questionnaires, one on the services offered by the Employment Services Division and another on the Training Services Division.

On both occasions there was a psychologist who helped registrants raise their self-confidence and self-esteem. An assistant director from the Ministry for Social Policy spoke about the advantages of working legally and paying National Insurance as opposed to the disadvantages of working underground.

Six representatives from various employers' organisations, including Malta Employers Association, Malta Mentoring Society, the Chamber of Commerce, FOI, GRTU and MHR, spoke about what employers expect from the ETC and its unemployed clients. ETC representatives from the Employment Services and the Training Services Divisions spoke at length about what the Corporation expects from employers and unemployed registrants.

During both seminars it emerged that employers expect a better prepared, literate, trained, committed, honest and adaptable workforce. They prefer workers who give their best at the lowest possible labour costs and possess a flexible work approach in order to be more competitive.

Representatives said that employers do not discriminate on the basis of age. Some employers will want to see no insistence on indefinite work contracts in ETC schemes, while others called for more training in line with the labour market's demands. They called on ETC to be more exact when submitting registrants for work in order to avoid time headless interviews and be more effective with job evaders.

The seminars highlighted the registrants' resolution to undertake work which is decently paid and which respects their dignity, experience and safety. Discrimination based on age is not accepted and registrants expect to be employed for what they can do and possess.

The good qualities pertaining to older workers, such as maturity, experience, continuity, seriousness, loyalty, expertise, training received, discipline, acceptance of authority, better customer care, dedication, responsibility and managerial abilities should be given more weight in interviews and in the filling of job vacancies. Job applications should be acknowledged and filled vacancies notified to applicants.

Foreign workers should not be exploited at the expense of the local unemployed, registrants attending

the seminars argued. The unemployed want full time, indefinite employment and guaranteed wages, not the uncertainty of definite contracts paid on the minimum wage irrespective of experience and qualifications. Moreover, they want clear work duties rather than being expected to do everything. Early retirement schemes should be discouraged – rationalisation and re-training are preferred.

Officials representing ETC expressed the desire for employers to retrain more workers in-house and to provide ETC with their future training and employment needs. They pledged better communication between ETC and employers, especially on matters related to job vacancies. In return, they asked for the employers' feedback following interviews.

ETC called on employers to offer more indefinite contracts and reasonable wages, especially to participants of ETC schemes such as Training and Employment Exposure Scheme (TEES) for registrants aged 40 and over.

Following the two seminars, ETC has a clearer picture of the employment situation regarding registrants aged 40 and over and the long-term unemployed. Decisions and actions are expected to be taken to remedy the situation for the benefit of both registrants and employers.

When interested parties meet and hear each other's views, change in people's attitudes takes place. The process is slow but sure.

Victor Mifsud is officer in charge of ETC initiatives in favour of the older unemployed at the ETC Employment Services Division.

indirect discrimination based entirely on sex. It strengthens the principle of equal treatment and equal opportunities for men as well as women

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## Situation Vacant



### Full-time Shop Assistant

The ideal applicant is expected:

- to be mature
- to work flexible hours
- to be conversant in Maltese, English & preferably another language
- to have an outgoing personality

Knowledge in Literature, although not necessary, would be considered an asset.

Interested applicants are to send a handwritten C.V., by not later than 30th August 2003, to:

The Director  
Chaucers Bookshop, Level 1 F8,  
Bay Street Hotel Complex, St. George's Bay, St. Julians.

# Active ageing is the trend

*Many of the older workers, employed or unemployed, have many good qualities that should be appreciated by employers.*

We find experience, maturity, responsibility, loyalty, continuity, expertise training investment, dedication, discipline, acceptance of authority, managerial ability, less sporadic leave off work, and better customer care especially in the retail trade.

Employers, employing older workers, are encouraged to do everything possible to keep them and make the best use of the above qualities for the benefit of their enterprise. They should create the right work environment and be ready to be flexible enough to accommodate their needs for mutual benefits.

The working population is becoming older. Births are decreasing, workers are living longer and youths are joining the labour market later, due to a

longer educational and vocational preparation.

The ETC unemployment statistics for June 2004 reveal that 42% (3017 out of 7255) of those registering on Part 1 of the Register are aged 40 and over. This presents a mine of experience together with a huge investment in their training done in the past. With proper retraining they could be fruitfully utilised by wise employers.

Some of these "Over 40s" unemployed find it very difficult to re-employ themselves for various reasons. Coupled with current economic hardship, some of them suffer from age discrimination, fast technological progress, low educational level, low skills level, stress and health problems, lack of confidence and



Courtesy of Social Agency

self esteem and poor employment records. Illiteracy and proximity of social assistance to the National Minimum Wage are two of their greatest enemies. Some have disabilities, or are former correctional

exposure offers a full time weekly wage;

- Employment Training Placement Scheme (ETPS) for

*The Corporation regularly organises various activities like educational and motivational*

favour of disadvantaged groups concerned the "Over 40s" unemployed which aimed at selling to employers the good qualities of this cohort.

The Corporation regularly organises various activities



Courtesy of Social Agency

facilities inmates or substance abusers. Others have to care for children and/or the elderly.

However, with understanding and flexibility from both the employers and the employees alike, these difficulties could be overcome for mutual benefits.

ETC, Malta's public employment service, is doing its utmost to help in these matters and has created assistance schemes.

- Training and Employment Exposure Scheme (TEES) for the unemployed "Over 40s" will be relaunched in January 2005, as an European Social Fund project, with 75% of the funds coming from the ESF and the rest from ETC. The one-year scheme of training and work

*seminars and meetings to help, counsel and guide the older unemployed raise their employability and find employment*

the long-term unemployed. Half the National Minimum Wage is subsidised by ETC during probation period;

- INT Iftah Negoju Tieghek is a scheme aimed at the small entrepreneur which from January 2005, will extend training and financial grant to prospective entrepreneurs
- Bridging the Gap aims to assist unemployed with special needs like disabled, former correctional facilities inmates and ex-substance abusers. An allowance is given. One of ETC's campaigns in

like educational and motivational seminars and meetings to help, counsel and guide the older unemployed raise their employability and find employment.

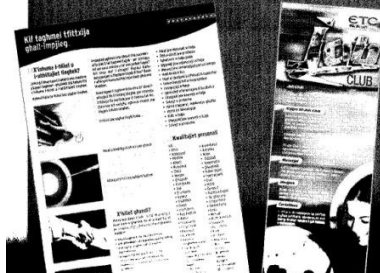
These schemes and services, all take the form of free retraining to the registered unemployed, guidance and counselling, and finding work exposure experiences with employers, to raise the employability of the unemployed.

These schemes also offer very attractive financial assistance together with employment services to employers to encourage them to employ the older workers.

For more information phone Mr Paul Borg, Employment Services Division, ETC Hal Far on 22201219.

## New ETC leaflets and flyers

IVAN SAID, ETC UPDATE EDITOR



In order to serve better its clients from time to time ETC issues news flyers and leaflets or updates its existing material. The Employment Services Division recently published two leaflets in English, "Information for Employers" and "Information for first time employees", basic information needed on the engagement of a new recruit. The Corporation, Malta's public employment service and EURES representative, felt the need to issue these updates in English of earlier versions in Maltese to better serve English speaking clients which might emigrate to Malta once the country has become an EU member and to communicate better with the large community of English-speaking employers. Free copies are available from the Employment Services Division of ETC. The Division's Job Club flyer has been updated and reprinted while a new aid in Maltese for young job seekers, "Kif tagħmel l-ftitxija għall-impej" (How to search for a job), has been newly published.



# The social pact debacle: What next?

As a nation we are not yet mature enough to make a difference between the common good and sectoral interests. For months we have been discussing some form of a national agreement to make Malta more competitive. That we need to do something to hold our markets and capture new ones is accepted by all. The social partners have tried to contribute to reach this aim.

Now that we have failed to reach a final agreement on a social pact, what's next?

The government has the mandate to govern in the best way it seems fit for the common good. However, in my opinion, the government should not have just proceeded and legislate on what it had proposed in the budget, namely the issue of public holidays falling on a weekend. By just using the guillotine, that, on its own, will surely not solve our competitiveness problem, the situation may also backfire!

However, the government should, in my opinion, take stock of the items on which there has been a consensus during the talks and implement them as well.

We should be positive and optimistic. I have gone through what the Prime Minister, the General Workers' Union and the other unions were reported to have said in their press



**Victor Mifsud**

**'Let us now implement what there has been consensus on.'**

increase the nation's productivity. Let us legislate up to there for the time being, use no guillotine and continue discussions in the MCESD, avoiding industrial strife in the meantime.

9) All have agreed that any increases in new collective agreements should be given as cash payments at first, should be incorporated in the salary structure later and should be reflected in the pensions of workers who retire during the period of the agreement.

10) All have agreed that the first Lm52 wage increases in any new collective agreement should be tax-free.

It is possible there may have been consensus on other issues too but such issues were not aired in the press conferences

do without certain executive/director fringe benefits?

• Employers should be ready to contribute much more in order to raise the skills level of the workforce. Firstly, by more in-house retraining of their employees and, secondly, to retrain the unemployed workers (their potential, future workers).

• The original agreed contribution of 40c a week per employee was miserable. (It is equivalent to approximately four hours of individual retraining a year per employee.)

• Surely competitiveness would increase very little if employers are going to contribute less than 10c a week per employee. (It is equivalent to one hour a year per employee

conferences and tried to find out on what issues there has been consensus.

Consensus by all three social partners was reached on:

1) All have agreed that a social pact should run for at least three years.

2) All have agreed that in three months' time the government should present a programme on how it is going to implement the procedure of benchmarking for the non-salaried workers. (That there is rampant tax evasion in this sector is known and admitted by all.)

3) All have agreed that public expenditure, including capital projects, should be scrutinised.

4) All have agreed that within three months a unit should be set up to revise the Household Budgetary Survey and monitor inflation.

5) All have agreed that there is abuse of the social services benefits and that the maximum possible measures should be taken to eliminate the abuse. (The black economy and abuse of social benefits are rampant.)

6) All have agreed that for Malta to become more competitive, more money has to be invested in research and development, in innovation and, particularly, in the re-training of the work force. Innovation and raising the skills level of the workforce will make a very big contribution towards achieving greater competitiveness (much more than reducing holidays by force).

7) All have agreed that the rights of part-time workers to pro rata benefits are being trampled upon by some employers and that remedial action should be taken particularly for those working fewer than 20 hours weekly.

8) All have agreed on workers giving up at least four days of vacation leave in the next four years as a contribution to

given.

In my opinion the government should proceed cautiously on implementing only the above for the time being, in other words what there has been full agreement (consensus) on, and continue with the discussions in the MCESD on the other issues still being contested. In the meantime industrial strife would be avoided and, hopefully, a final agreement would be reached.

There is so much more that we have to find consensus on in the near future – the pension reform, the education reform, the health sector reform. Let us continue to discuss and seek agreement on these important matters.

My suggestions to the social partners are:

• The government should continue with its exemplary, patient, consultation process and take decisive action when it deems fit. It has the mandate. But it should keep in mind that the sovereign electorate will give its final verdict in three years' time on whether the government was right or wrong. The coming local government elections would surely give a good indication.

• The government should set up a National Law Compliance Authority, empowered with executive power and personnel and made up of representatives from the Inland Revenue Department, the VAT Department, EFC, the police and the Social Security Department to eliminate or at least reduce the black economy, tax evasion and social security abuse.

• If employers really want to become more competitive their contribution has to be higher than what they have committed themselves to so far.

• Are employers ready to operate at a lower profit margin as part of their contribution and

for individual retraining). This was the final proposal.

• Wise employers elsewhere have invested much more tax-free profits in raising the skills level of the workers, and thus productivity, as a result of which they have become more competitive and held and captured important markets.

• Our trade unions have to work more as one unit. For a week we have seen a mirage – a unified workers front. It is in the workers' and pensioners' interest that a common trade union front is set up. Forget sectoral interests. No meddling in party politics on either side. Put the common good first, unite and agree to form a Maltese Trade Unions Congress to represent you on the MCESD. Make sure you have an agreed structure in which those representing you on the MCESD only commit themselves on issues after they have consulted with and have been given the mandate by all the unions represented in the new TUC. You cannot have all unions individually or in small groups represented on the MCESD. It will be unmanageable.

• The opposition has the right to criticise what is going on and it also has the duty to make its practical contribution to the ongoing debate. The Maltese citizens wish to know what the alternative government thinks about the current issues. Malta should have a strong and a well prepared alternative government. That is democracy.

I feel the above would help us make great strides forward in trying to solve not only the competitiveness problem but also the structural deficit problem and the other paramount issues waiting for a solution as well.

And this is for the common good of all of us, Maltese citizens.

# Pension reforms

If we want to have an adequate and sustainable future pension system we have to create the right conditions for more of our present and future workforce to remain active for as long as it is possible, for sure longer than at present. At the moment the conditions in Malta are not conducive to this end. And the statistics prove it.

Only about 33 per cent of the 55 – 64 years age cohort in Malta are active – still in some form of employment. The average exit age from employment is about 57 years. The uncertainty of what is going to be the future statutory pension age (SPA) has resulted in double the number of annual invalid pensioners in the last two years. From an annual average of about 450 it has risen to about 900.

What are we going to do to reduce the attractive temptation to retire early and enjoy earlier the pleasures of a longer life free from the stress of work? The answer is: Create incentives and reduce taxation for a longer working life.

The following are my ideas on how we can try to achieve this target:

End the policy of early retirement schemes. Restructuring and rationalising the employment workforce should take the form of a policy of re-training and re-deploying, not retiring early.

Create incentives and reduce taxation to encourage a greater active participation rate by the ageing workforce. In EU parlance the ageing workforce is the 55-64 years age cohort.

The maximum statutory pension age should remain 61 years but it should not be mandatory. The government should introduce measures to ensure that those who choose to work beyond the statutory pension age can continue to do so.

*Victor Mifsud*

**'The answer is: Create incentives and reduce taxation for a longer working life.'**

In order to encourage workers to defer taking their pension at the statutory pension age, they should be rewarded properly by the state system.

This could be done in two ways thus offering a choice, either a) have his pension increased by 10 per cent for every year for a maximum of five years if taking a pension is deferred or b) have a comparable, taxable lump sum payment.

Create the right conditions to encourage more women to join the labour market, thus increasing the number of workers who pay national insurance contributions. Adjust the NI contribution and make it more favourable for women starting to work part time, reduce taxation for a working couple, open more childcare centres, introduce flexible hours and campaign for a change in culture.

Reduce the tax rate to 15 per cent on employment earnings for all workers between the ages of 55 and the statutory pension age.

Introduction of flexible and shorter working hours after the age of 55 but still receiving full pay.

An improved and more acceptable work environment and job content by employers for workers to be happy and feel developing and fulfilled.

NI contribution should be paid only up to statutory pension age (as at present) even if one chooses to continue working after.

The national minimum wage limit on part time earnings after the statutory pension age and up to 65 years for those who retire should be removed or at least raised to Lm6,000.

Raise the limit on earnings from part time work for which one only pays 15 per cent income tax after the age of 65 from the present Lm3,000 to Lm6,000.

Introduce the idea of partial retirement with a partial pension and partial employment.

Have stricter criteria for invalidity pensions. The status of invalid should be reviewed every two years. This would lead to the possible rehabilitation and re-integration in the labour market of those declared invalid.

I propose that the above new policies, incentives and tax reductions (tried successfully in many other countries) should be introduced immediately for those who will be 55 or more in 2010 – to help to achieve:

Our target of raising to 40 per cent the activity rate of the aging workforce (55-64 years), as per National Action Plan (NAP) for Employment, which at present is only about 33 per cent in Malta. The EU target is 50 per cent by 2010.

The raising of the local average exit age from employment by 3.5 years as per NAP for Employment, which at present is about 57 years. The EU target is five years by 2010.

**PREPARATION OF THE 2005**

**NATIONAL STRATEGY REPORT**

**ON**

**ADEQUATE AND SUSTAINABLE PENSIONS**

**IN**

**MALTA**

31<sup>st</sup> May 2005

Contribution  
by

Victor Mifsud B.A. (Hons) Econ. & Pub. Adm., D.P.E. (Oxon)

Officer-in-charge, Programme Over 40s,  
Employment Services Division,  
E.T.C.  
(Employment and Training Corporation)  
Hal Far.



*‘Create incentives, reduce taxation and tighten work exit possibilities, to promote a high level of employment, through a longer working life and a greater active participation rate of both the male and female labour force, for an adequate and sustainable future pensions system’.*

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### A Introduction

### B Strategy and Targets of the National Action Plan for Employment, Oct. 2004

### C My Comments and Suggestions

- 1 *End the policy of Early Retirement Schemes*
- 2 *Create incentives and reduce taxation to encourage a greater active participation rate by the ageing workforce.*
- 3) *The maximum Statutory Pension Age (SPA) should remain 61 years but it should not be mandatory.*
- 4) *In order to encourage workers to defer taking their pension at the Statutory Pension Age, they should be rewarded properly by the state system.*
- 5) *Create the right conditions to encourage more women to join the active labour market, thus increasing the number of workers who pay N.I. Contributions and contribute for a higher GDP.*
- 6) *Reduce the Income Tax rate to 15% on employment earnings for all workers from 55 years onwards.*
- 7) *Introduction of flexible and shorter working hours after the age of 55 years and still receiving full pay.*
- 8) *An improved and a more acceptable work environment and job content by employers, together with more management understanding.*
- 9) *N.I. contribution should be paid only up to Statutory Pension Age (as at present) even if one chooses to continue working after.*
- 10) *The National Minimum Wage limit on part-time earnings after the Statutory Pension Age and up to 65 years for those who retire should be removed or at least raised to Lm6000. I prefer no limit on earnings.*



- 11) *Raise the limit on earnings from part-time work for which one only pays 15% Income Tax after the age of 65, from the present Lm3000 to Lm6000. I prefer no limit on earnings.*
- 12) *Introduce the idea of partial retirement plus partial pension and partial employment.*
- 13) *Have stricter criteria for Invalidity Pension. The status of invalid should be reviewed every two years.*
- 14) *Take appropriate measures to beat the black economy, which is rampant in Malta at the moment - to turn irregular (undeclared) work into regular employment thus increasing the number of workers paying National Insurance Contributions and Income Tax.*
- 15) *Self-Employed and professionals should continue to pay their NI contribution as it is today and their pension should continue to be calculated as it is today, as long as no proper benchmarking is introduced for income tax purposes.*
- 16) *National Insurance Contribution period should increase from 30 to 40 years and once a worker has paid NI contributions for at least 40 years he should be entitled to retire at full pension rights independently of his age or else on a pro-rata basis with contributions.*
- 17) *The first pillar pension should be adequate to keep one's standard of living after retirement. So it should be adjusted annually not on the RPI but on the average wage index.*
- 18) *The second pillar pension should be voluntary although highly encouraged, to augment the basic pension.*
- 19) *Willing, motivated and genuine unemployed, Over 40s registering for more than 6 months have been offered by ETC, Scheme TEES – Training and Employment Exposure Scheme – funded 75% by the European Social Fund and 25% by the Malta Government. Nearly 5 million Euros are to be invested to reintegrate 400 Over 40s unemployed in the labour market between 2004 and 2006.*
- 19) *Not enough notice is being given to the long-term effect of an appreciable increase in the local labour force caused by:*
  - (i) *The illegal immigration on the local labour market;*
  - (ii) *The influx of workers coming from EU member states seeking to work and settle in Malta;*

- (iii) *The number of foreigners marrying locals and as a result obtaining local work permits. These increases may greatly offset the reduction in the birth rate and should be properly considered in future population extrapolations.*
- 20) *Unless, the present low National Minimum Wage (NMW) of Lm55.63 weekly, is increased to a more comparable level to the present cost of living, the Maltese unemployed person will continue to prefer, to continue registering as unemployed, receiving good social security benefits plus the freedom to indulge in irregular work, after negotiating what he considers to be a decent wage in the black economy. In the meantime he will not declare any income and pay no NI and IT.*
- 21) *Reduction of bureaucracy and the creation of the right conditions for more local and foreign investment would open more job opportunities and increase the local workforce, with the resultant increase in GDP and NI contributions for an adequate and sustainable pensions system.*
- 22) *Raising the Statutory Pension Age by the force of law up to 65 years, could have the negative effect of blocking youth employment. With the easier and free access to the EU labour market the young may decide to emigrate with the resultant youth brain drain.*
- 23) *The Health Services should not continue to be funded by the NI contributions. The Consolidated Fund should make up for the expenditure on the Health Services by allocating part of VAT revenue. Together with this part of VAT revenue, appropriate measures should be introduced to eliminate waste and frivolous use of medicines and medical services. Pension Funds would be released of the Health sector burden and there will not be the need to raise the SPA from 61 to 65 years.*
- 24) *To increase the activity rate of the older workers, ETC annually holds a publicity campaign for three weeks to sell the good qualities of the Over 40s. This campaign always results in a greater demand by employers for the older workers. Retention and new recruitment of older workers increases.*
- 25) *Other proposals to attain a higher level of employment particularly of older workers and female workers.*

## **Conclusion**

## **References**

## **About the Author**

The above measures would surely contribute to have a future pension system that will be adequate and sustainable.

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31<sup>st</sup> May 2005

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## F About the Author

Victor Mifsud

>Maya Miljanic Brinkworth

>NSR Pensions Coordinator

>

>Sue Vella (11/05/2005 13:04):

>>Dear Maya

>>

>>Can I suggest Victor Mifsud (victorm@etc.org.mt) who is our expert on older

>>workers, and Mrs Anna Borg (annab@etc.org.mt), our gender expert? I'm sure

>>both would make a valid contribution. I'm afraid I can't get either of

>them

>>on the phone at the moment and am leaving to catch a plane in a few

>minutes.

>>I will try and get them from Brussels but you can try and contact them in

>>the meanwhile too,

12/05/05

# THE

## Letters

### White Paper age lacuna

I propose the addition of "age" in the list of "discriminatory treatment" in the employment relations White Paper, part V, Protection against Discrimination related to Employment, Article 26, Paragraph (2)(b) and (2)(c), on Page 92.

Reason: To protect older workers' rights:

An older employee should not be treated discriminately on grounds of age. My proposed addition is necessary to protect older workers' chances of recruitment, employment, training, promotion and retirement, particularly of workers over 40. Ability, not age, should be the deciding factor.

It is pertinent to point out here that a very large proportion, around 40 per cent of the unemployed in Malta, are over 40 and to enhance their chances of finding and retaining employment it has to be assured that employers will not be able to discriminate against them on grounds of age.

A number of EU member states have such protective legislation, so does the US. Of particular relevance are two US laws, the ADEA and the OWBPA described very briefly below. The American Age Discrimination in Employment Act (ADEA) has been in force since 1967, together with related legislation. The Older Workers Benefit Protection Act (OWBPA) of 1990 provides the most comprehensive legal protection against age discrimination in the world.

The ADEA aims to promote

employment of older persons based on ability rather than age; prohibit arbitrary age discrimination in employment and help employers and workers to overcome problems arising from the impact of age on employment. It outlaws age discrimination in a wide range of employment practices: recruitment; dismissals; payment of compensation and other benefits; terms and conditions of employment, including promotions; job descriptions and job referrals; provision of privileges; union membership etc.

The OWBPA aims to: Prohibit discrimination in terms of employee benefits for older workers; ensure that employers are not discouraged from hiring or retaining older workers due to higher employee costs; regulate early retirement incentives to ensure that they are voluntary; and preserve the principle of non-discrimination against older employees.

The new Employment Relations Act in Malta as proposed in the White Paper introduces the concept of "discriminatory treatment". This definition refers to treatment not acceptable in a democratic society consisting in differentiation on grounds of sex, marital status, colour and politics, but not age.

I think we should include age as well if we want to solve the problem of the over 40s unemployed. Government, opposition, employers and workers' unions please note!

VICTOR MIFSUD,  
Valletta.

THE TIMES | Saturday, July 12, 2008

### National

## Adjusting to an ageing population

The demographic challenge of an ageing population brought about by a decline in birth and death rates, brings with it social and economic imbalances that require wide-ranging and long lasting adjustments in society, Social Policy Minister John Dalli said yesterday.

Some of these adjustments may be difficult in the short-term but are essential for long-term social and economic sustainability.

Mr Dalli, who was addressing an informal European ministerial council for Ministers of Labour and Social Affairs in Chantilly, France, said the new realities dictate that an increasing number of older workers will have to continue contributing to the country's productivity. This makes it essential to recognise older people's potential in employment terms and in terms of advice, care and support they provide to younger generations.

It was thus important to invest in education and training as these are the tools that empower people to absorb new knowledge and skills in order to adapt to change and remain active in society.

Undoubtedly, integrated active inclusion policies could help in tackling these challenges, he added.

## INTERVIEW



Nadia Farrugia: "Despite the drop in live births, it's not yet a situation of doom and gloom".



Edward Scicluna: "At the moment, the biggest challenge ahead is finding jobs for the economically inactive".  
Photos: Matthew Mirabelli

## Baby blues?

*The birth rate in Malta is declining and in a matter of 10 years it dropped by 20 per cent. But, should people get anxious about an economic decline? With fewer younger workers, will the island face a fiscal burden? ARIADNE MASSA speaks to two economists who feel there's no need to press the panic button yet.*

Jokes on the absence of television abound every time someone mentions the days when couples used to have 10 children. Nowadays, the number of children in every family has dropped so low that eyebrows are raised in surprise when the fourth child is born.

According to the National Statistics Office, the number of live births fell by 20 per cent between 1997 and 2007. Figures from the latest census are not so cheery either – between 1995 and 2005 the fertility rate continued on a declining trend.

In 2005, the average number of children born per mother stood at 2.6, down from 3.0 in 1995. The majority of mothers (41 per cent) bore two children. Luckily, this is higher than the EU average of 2.1 children per woman.

With fewer, younger workers to pay the health and pension bills of an elderly population, is Malta facing an unprecedented fiscal burden?

According to Edward Scicluna the drop in birth rate was definitely not predicted. However, he believes that an issue will only become a problem if these figures are ignored and authorities fail to plan for it.

However, he felt that, in the meantime, it is more important to focus on the "big chunk of the population" that was not working – women.

Malta has the lowest female participation rate in the EU, with just under 70 per cent of women of working age economically dependent on their male partner or the state.

Prof. Scicluna explained that when speaking about changing demographics, such as a declining birth rate, the dependency ratio (sum of people aged under 15 and over 65 that were not earning an income) instantly sprang to mind.

According to the census, this dependency ratio dropped to 44.7 per cent in 2005 from 50.4 per cent in 1995, in relation to a decline in the number of people under 15 years.

However, the problem of a low birth rate and an aging population could be balanced out if more women went to work, and the dependency could be reduced further.

Presently, from an economic point of view, Malta is burdened because it has a big part of the population inactive.

"We have an untapped reserve. You need to bring this into the picture, because it's too big to ignore. At the moment, the biggest challenge ahead is finding jobs for the economically inactive," he said.

Another economist, Nadia Farrugia, agrees that a falling birth rate could create a problem, but if inactive people, especially women, were enticed to enter the working world, there need not be a drop in the labour supply.

She points out that the working age population ranging from 16 to 65 is split into those who are employed, unemployed or inactive, which includes students and females, among others.

"If the birth rate drops, the population will decrease, but if you manage to reduce those who are inactive and entice them to enter the working world there shouldn't be a drop in labour supply. The target should be to reduce the inactive as much as possible," Ms Farrugia said.

Prof. Scicluna believes that change should be embraced. The worst thing was unawareness or if governments, the Church or institutions in general ignored these trends and failed to project them for the near future.

For example, to reflect the changing demographic structure and their respective medical problems, the new hospital should focus more on the orthopaedic section to deal with the needs of an aging population, than, say, the gynaecological ward, where fewer babies were being born.

Political parties also had to keep in mind the changing definitions of what constituted a family when presenting their electoral programme.

"They're trying to define a family and they've got problems. The census should give them a good picture, because it's no use looking around you and your friends and think that's the family. There's a different world out there," he said.

Ignoring future demographic trends or misinterpreting them would come at an economic cost, Prof. Scicluna warned.

In the residential sector, for example, the whole post-war period (including the present) and the unreformed rent laws regulating pre-1930 housing had "imprisoned" post-war, smaller families into houses built for larger families. This resulted in a lot of unused space, energy wastage for heating and cooling, and higher maintenance costs.

Again, from the 1970s right up to the early 1990s, newlyweds were encouraged to shun apartments (then pejoratively called "flats") and opt for large villas with enormous spaces.

"What we find in most past Maltese censuses, including the present, is a lack of correlation between the size of residence and the size of the family unit living in it," he points out.

This has led to an enormous waste of land and building resources for a small, highly-populated island that had cost Malta "enormously" in terms of environmental damage.

Looking at the years ahead, Prof. Scicluna feels the issue of a falling population is a concern for the next 10 to 20 years and policy-makers and decision-takers should plan for this.

If this low birth rate persists, employers would find problems to fill certain jobs and there could be shortages in the industry that would necessitate the use of immigrants.

Ironically, while everybody was talking about the problem of immigration, there were some European countries which actually needed these people to fill the void.

"Even Malta is feeling this need in certain posts. There's the demand and the supply and it will take care of itself and the landscape will change. There could be immigration pressures to make up for the falling birth rate," he said.

Ms Farrugia agrees that if the low birth rate persists, Malta would have to consider the option of importing workers and increasing the island's dependence on migrant workers.

"Despite the drop in live births, it's not yet a situation of doom and gloom."



## LABOUR SUPPLY AND DECLINING BIRTH RATE

(or Baby blues?)

It was interesting reading Ariadne Massa's interview TOM 3<sup>rd</sup> September with two local economists, Professor Edward Scicluna and Nadia Farrugia on Malta's labour supply, declining birth rate and future fiscal burdens. I agree with their analysis. Their prescription to avoid future fiscal burdens is activating the inactive especially women.

### Older Workers Contribution

May I suggest another very important prescription. *Tap the great contribution older workers can give in this regard.* Recently, the retirement age was raised with this aim in mind. However, we should incentivise older workers to work longer.

Incentives motivate and are more effective than the force of law.

Let local policy-makers and decision-makers plan to tap these hidden resources. Older workers can contribute to the national effort to increase the labour supply. We are talking about older workers who are mature, responsible, experienced, trained, loyal, disciplined, dedicated, accept authority, have managerial ability, adaptable, reliable and absent themselves less from work.

The great strides forward made by medicine and the local health services have greatly contributed to a longer life span. We are living much longer now. Why not work longer but voluntarily? Active ageing and retiring later, helps to live longer and happier.

Let us introduce measures in order to retain older workers in employment for as long as possible and recruit other older workers in employment. Older workers in our labour force are a local, available resource and we need not resort to immigration as a solution to a declining birth rate and a possible shrinkage in the labour supply.

I propose encouraging older workers to voluntarily work a longer working life. Keeping active whilst ageing could contribute to a healthier way of living. Thus **it is necessary that employers (Public & Private) cooperate and change the work environment, change their attitude to older workers and change conditions of work** to make it easier for the older worker to continue working longer. To achieve this aim a number of incentives are necessary.

### Incentives

Incentive measures achieve better results than compulsive ones.

- i. Employers could adapt the working environment and make it more ergonomic for older workers.
- ii. Employers could introduce the possibility of flexible hours of work, provided that an older worker gives his normal weekly hours of work, to make working life and family life more compatible.

- iii. Some employers should change their attitude and accept the great contribution older workers can give to their enterprise. A mixed-age work force is the ideal.
- iv. Government could make working longer attractive by rewarding retirement deferral by a premium on pension for every extra year worked. A number of EU countries do it. Why not us?
- v. As another incentive, Government could charge Income Tax on earnings of the 55 to 65 year olds, at 15% instead of the present higher rates.
- vi. The present capping of Lm3000 earned on part-time work taxed at 15% could be raised to Lm6000 or better still, removed. Workers will be encouraged to work more, earn more and declare more. Government revenue will increase. To encourage people to work more, France will be removing taxation on income earned on supplementary part-time work. The present capping of the National Minimum Wage (NMW) earned on part-time work taxed at 15%, by those between 61 and 65 years old, could be raised to Lm6000 or better still, removed. To introduce, as in the Pre-Budget 2007 Document, paying the NI contribution on earning more than the National Minimum Wage is a great disincentive. Do not do it. The disincentive of paying NI contribution again will annihilate the incentive of earning more and will leave the status quo.
- vii. The working hours per week of those aged between 55 and 65 years could be lightened and/or shortened as an encouragement to stay longer at work.

### **Key Data on Active Ageing (55 to 64 years) and NAP**

According to the National Action Plan (NAP) on Employment, October 04 the employment rate of those aged 55 to 64 was 32.6%. The likelihood of employment decreases progressively with age in the case of women and drops markedly after the age of 55 in the case of men.

The average exit age from the Labour Force, in September 2003 was 57.7 years (58.5 for men and 54.8% for women).

Government aims to achieve the following targets by 2010:

- Raise the older workers' employment rate to 40%;
- Raise the average exit age from employment by 3.5 years.

Let policy-makers and decision-makers introduce the above incentives so that we achieve these targets.

Victor Mifsud B.A. (Hons) Econ. & Pub. Adm., D.P.E. (Oxon)

The above are my personal opinions although I am the Officer-in-charge, Programme Older Workers at the Employment and Training Corporation (ETC).

## TALKING POINT

# A longer work life

Victor Mifsud

Economists Edward Scicluna and Nadia Farrugia prescribed activating the inactive, especially women, as a way of dealing with the issues of labour supply, declining birth rate and future fiscal burdens (September 3).

May I suggest another very important prescription: Tapping the great contribution older workers can give in this regard. Recently, the retirement age was raised with this aim in mind. However, we should give incentives to older employees to work longer voluntarily. Incentives motivate and are more effective than the force of law.

One of the EU's employment guidelines talks of encouraging active aging as a means to increase the labour supply. Local decision-makers ought to plan to tap these hidden resources. Older workers can contribute much to the national effort to

increase the labour supply. These are workers who are mature, responsible, experienced, trained, loyal, disciplined, dedicated, adaptable, flexible and reliable. Many have great managerial ability and expertise following past training.

The great strides forward made by medicine and health services have greatly contributed to a longer life span. Why not choose to work longer? Active ageing and later retirement helps people to not only live longer but also healthier and happier.

To this end it would be necessary for employers, public and private, to adapt the working environment, change their attitude to older workers and alter conditions of work to make it easier for the older worker to stay on at the workplace. A number of incentives would be necessary.

For example, employers could make the working environment more ergonomic for older workers. They could introduce flexible hours of work to make working life

and family life more compatible. Some employers need to accept the great contribution older workers can give to their enterprise. A mixed-age work force is an ideal one.

The government, on its part, could make working longer attractive by rewarding retirement deferral with a premium on the pension for every extra year worked. A number of EU countries do this. Why not us? As another incentive, it could charge income tax on earnings of 55- to 65-year-olds at 15 per cent instead of the present higher rates.

The present capping of Lm3,000 earned on part-time work and taxed at 15 per cent could be raised to Lm6,000 or better still, removed. Workers would be encouraged to work more, earn more and declare more. Government revenue would increase. To encourage people to work more, France will be waiving taxation of income earned on supplementary part-time work. To introduce, as in the Pre-Budget 2007 Document,

the payment of the NI contribution on earnings higher than the national minimum wage is a great disincentive.

Another incentive to stay at work longer would be to shorten the working hours per week of those aged between 55 and 65 years.

According to the National Action Plan (NAP) on Employment, in October 2004 the employment rate of those aged 55 to 64 was 32.6 per cent. The likelihood of employment decreases progressively with age in the case of women and drops markedly after the age of 55 in the case of men. The average exit age from the labour force, in September 2003, was 57.7 years (58.5 for men and 54.8 for women).

By 2010, the government aims to raise older workers' employment rate to 40 per cent and the average exit age from employment by 3.5 years. Let policy-makers and decision-takers introduce the above incentives in order to achieve these targets.

## EU FUNDING

## Money to make the world go around

Vanessa Macdonald

THE number of projects expected to receive EU structural funding external experts. And of course, every single step has to be documented in detail to ensure accountability and transparency," she said.

"We hope to be able to conclude some applications by year end but many will require further information and clarification or the results of studies before a final decision can be taken.

"The ranking and final selection will be determined based on a set of priorities approved by a monitoring committee which includes the government, members of the Malta Council for Economic and Social Development, NGOs and the European Commission on July 19 just before the first batch of calls were issued."

The projects which will finally be chosen are those that help reach the set of objectives which government agreed with the European Commission.

Malta's objectives are outlined and explained in two documents called Operational Programmes I and II. These are strategic documents which

determine how Malta intends to invest the Structural Funds and the Cohesion Fund. These documents were approved by the Commission last June.

"the programmes must target specific areas."

The projects also need to bear in mind the point of Cohesion Policy: To strengthen the least developed regions (those whose GDP per capita is under 75 per cent of the EU average), through financial assistance.

"The funds are allocated to Malta as a result of tough negotiations and specific criteria. And once they're allocated, the funds are not a blank cheque but must be invested according to a strategy drawn up by member states and approved by the European Commission. This strategy is complemented by programmes which explain how funds will be allocated to different projects."

The next batch of calls will be issued in the near future but there will be considerable pressure on the Project Selection Committee to deal with all the projects on its plate.

The projects under the 2004-2006 programme remain open until the end of next year. By then, all the money has to be spent, all the invoices

submitted and paid and all claims made for reimbursement from the funds.

Once projects are approved, a timetable has to be set up to spend a significant amount of the funds on various European partner organisations.

Some ERDF and ESF projects are still ongoing. The former are aimed at infrastructure like roads and other types of transport infrastructure, environmental infrastructure like waste management, sewage treatment and air monitoring, and educational infrastructure such as the extension of the training centre for the Employment and Training Corporation at Hal Far and the child-care centre at the Malta College of Arts, Science and Technology.

ESF, on the other hand, is aimed at soft projects like human resource development, with €9.5 million spent on training and workplace exposure.

"For example, 460 people registering as unemployed were trained and allocated to workplaces. Around half of them - 285 - are now gainfully employed," Ms Bonnici said.

"We interviewed a number of them afterwards and they were very grateful to have a chance. Some of them had been registering for years. It

is wrong to assume that they are content to be unemployed. Some of them are just putting a brave face on the situation."

The EUF funds for 2004-2006 were designed to help create new jobs.

used to pay people's wages but should only be used to pay works, services and supply contracts signed for specific projects," Ms Bonnici explained.

"Of course, this means that the money often ends up with private providers and contractors for works, services and supplies so it is a bit misleading when people say that these funds only end up in the government's pockets."

Nothing is written in stone. If a project is simply not working out or

if it does not actually meet forecast budget, funds can be directed to other more successful ones - or kept aside in case more funds (after by the Department of Co-

"We had three calls for projects to use up surplus resulting from savings on activities," she said.

Just as important is the outcomes once the project completed.

### Improving people's lives

The European Social Fund is celebrating its 50th anniversary. Malta started to benefit from these important funds three years ago and so far over 7,000 people have participated in over 50 projects.

The projects have created - or retained - employment for 1,000 people.

#### Saviour Gilson: 56, JB Stores

A total of 460 people aged over 40 were trained, of whom 300 found work. Mr Gilson had been working in a factory for 30 years but was laid off. He was one of almost 60 on the TEES course run by the Employment and Training Corporation and as far as he knows, all of them found work. He found work with JB Stores and has now been there for two years.

"I got my life back. The staff there is young but they really welcomed me. Those who experience the tragedy of being unemployed should not lose hope. With TEES, one way or the other, you will find a job."

### 2007-2013

A new strategic framework is in place, which will set the priorities for the disbursement of the Structural Funds and Cohesion Fund budget for this period. This consists of three main documents: The National Strategic Framework Document, which sets Malta's priorities in relation to the expenditure of Structural

All public entities and local councils can apply - but the projects should not merely use financing for what they already do, as noted above.

Non-profit making NGOs can apply for projects that fall within their mandate and as long as they can provide the co-financing element. But care is taken to ensure that they do not distort the market where other providers are active. The NGOs have to put up the co-financing element and must not make money out of the project. Once the NGOs

## LETTERS

# Working pensioners and NI contributions

A pensioner who retires now, November 2007, on reaching the age of 60 years in the case of females and 61 years in the case of males, can take up paid employment again up to the age of 65 years without losing his/her national insurance (NI) pension if s/he does not earn more than the national minimum wage (NMW). And no NI contribution is paid on his/her earnings.

According to this year's Pre-Budget Document, page 44, Work Beyond The Pensionable Age, the government was proposing the removal of the NMW capping for pensioners in this age group on condition that on earnings above the NMW the pensioner would start paying NI contributions again.

In this year's budget speech, page 75, Anzjani, point three, it was announced that, as from January 2008, a pensioner in this age group would be able to work and earn as much as s/he wants to, without losing his/her pension rights.

Nothing was said in the budget speech about NI contributions in the case of a pensioner who would earn more than the NMW. Could the Department of Information clarify this point, please? I hope the new incentive introduced for pensioners to keep

active and work longer will not have the disincentive of having to start paying NI contributions again, if the pensioner earns more than the NMW. Haven't present pensioners paid enough NI contributions?

It is more financially advantageous for the government and for pensioners alike to just tax all the earnings of a pensioner at his/her respective rate than introduce also payment of NI contributions again.

For sure, if the government intends to reintroduce the payment of NI contributions in the case of this group of working pensioners, there will be a lot of tax evasion. Pensioners would be tempted to declare only up to the NMW to avoid having to start paying NI contributions.

And what about those pensioners who decide to continue working beyond the age of 65 years? Today they do not pay any NI contributions, whatever they earn.

Ministry of Finance, please note and clarify.

VICTOR MIFSUD,  
Fgura.

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THE TIMES, FRIDAY, DECEMBER 7, 2007

## NI contributions for working pensioners

I refer to the letter entitled Working Pensioners And NI Contributions (November 27).

It is confirmed that at present, a pensioner over pension age but under 65 years of age, who opts to work, earning less than the National Minimum Wage (NMW) equivalent from such occupation, is not obliged to pay social security contributions. It is to be clarified that a person who was a pensioner prior to January 5, 2008 and who was already employed prior to the said date will also not be obliged to pay any social security contributions if s/he remains in such a position after January 5, 2008 unless from the said date s/he starts to earn more than the equivalent of the National Minimum Wage. On the other hand, if a person who was a pensioner prior to January 5, 2008 but who was not in any gainful employment prior to the said date opts to start working from January 5,

2008, then such a pensioner would be obliged to pay a social security contribution irrespective of the income from his/her gainful occupation.

With respect to persons who reach pension age after January 5, 2008, any person who decides to start or continue working after pension age, will, irrespective of the income from gainful activity, also be due to pay social security contributions on his/her earnings from a gainful activity either until s/he ceases such employment or reaches the age of 65 years, whichever is the earlier.

Pensioners over 65 years of age will not be required to pay any social security contribution on their earnings from a gainful activity.

EMANUEL ABELA,  
director, Department of Information,  
Valletta.

## Malta's CO<sub>2</sub> emissions

I would like to thank Darrell Pace, communications coordinating officer, Ministry for Rural Affairs and the Environment, for confirming in The Times of December 5 that the European Commission has rapped the Maltese government for insisting on maintaining a quota of 2.9 million tonnes of CO<sub>2</sub> emissions for the period 2008-2012, instead of the recommended 2.1 tonnes.

Mr Pace has openly stated that "the Commission disagreed that there existed a need to review its decision to reduce Malta's allocations by 27.4 per cent", as requested by the Maltese government.

What is welcome in Mr Pace's letter is the news that now the Maltese government has been forced to resubmit "its revised and finalised National Allocation Plan to the Commission in the near future".

This news is welcome not only because, when implemented, the new National Allocation Plan will save the Maltese and Gozitan taxpayer millions of euros in fines, but also because it will help to provide our people with less pollution, in the air we breathe.

Since the period of emission quotas involved starts in just over three weeks' time, I sincerely hope that the government intends the "near future" to mean "in less than 21 days from now".

ARNOLD CASSOLA,  
Swieqi.

## LETTERS

## Disincentive to work

According to The Times Brussels correspondent (December 12), the EU Commission recently stated that: "Malta needs to step up its efforts to attract more people to the labour market, particularly women and older workers (55 to 65 years). Malta also needs to maintain efforts to tackle undeclared work and take further action on the benefit system to make declared work more attractive."

According to the DOI reply in The Times of December 7 to my query of November 27 (Working Pensioners And Ni Contributions), Malta will be doing the opposite of what it needs to do. The DOI said that pensioners under the age of 65 who decide to start working again after January 5, 2008 should pay NI contributions from the very first euro they earn.

This is a new and additional tax of 10 per cent on one's earnings over and above the at least 15 per cent income tax. Previous to January 5, 2008 they could work again without paying any NI contributions provided they did not earn more than the National Minimum Wage (NMW). And the majority of them used to remain active by taking up part-time work, earning up to the NMW and declaring it, while enjoying also their partial retirement.

This new administrative measure of reintroducing the payment of NI contribution is a retrograde step which is going to discourage older workers

(i.e. pensioners, between the ages of 60 (F) and 61 (M) to 65 years) from remaining active and encourage older workers who decide to be active again, not to declare their income.

Those who have retired after reaching the statutory pensionable age have already paid their share of the NI contributions. They should not be made to start paying NI contributions again if they decide to work again. This will be a great disincentive to work again and a great incentive to work irregularly and not declare their income. This is the opposite of what the EU Commission recommended, i.e., "take further action on the benefit system to make declared work more attractive".

What the budget has given with one hand, the Department of Social Security will be taking, and much more of it, with the other hand.

For the sake of justice to those pensioners who are under 65, who have already paid their share of NI contributions, I appeal to the government to reverse its recent wrong administrative decision to charge NI contribution from the very first euro earned after January 5 and instead to either raise the previous NMW capping or better still remove the capping altogether, as an incentive to increase the number of older workers in the labour market and also make declared work more attractive.

VICTOR MIFSUD,  
Fgura.



## Good deed gone wrong

I refer to the news item Children Urged To Do Good Deed For Birds (December 20), according to which children are being encouraged by BirdLife Malta to build bird tables to ensure that birds have enough food during the winter months.

It is a mistake to make Maltese children believe that "at this time of the year birds do not find insects to eat and are therefore on the lookout for other types of food". It is a fact that robins, for example, thrive on the Maltese islands throughout the winter, finding plenty of insect life to feed on, thereby doing a lot of good by eating the harmful insects, the best natural food for them.

It is strange that BirdLife Malta should recommend feeding birds, like robins, "cake crumbs, cheese cakes, crushed unsalted peanuts, sesame seeds, raisins, biscuits, cooked rice and halved fruits like figs, prickly pears and pomegranates". The only birds likely to benefit from such food as cake crumbs, cheese cakes and cooked rice are the sparrows. Sparrows on Malta are pests, and

BirdLife's efforts to "educate" children are serving to increase the damage that these birds cause annually.

Particularly in the spring and summer months these pests devastate the corn crops and fruit trees, and then turn their attention to grapevines. As a result there is hardly a Maltese farmer or householder whose grapes, peaches and plums do not end up destroyed on a large scale by these pests.

This is not to mention the devastation they cause in commercial vineyards whose owners have to resort to installing gas-operated bird-scarers. These machines are rendered useless as the sparrows soon get used to their regularly timed gunlike explosions, and as a result these devices serve only to get on the nerves of those living in their vicinity. BirdLife Malta should certainly rethink its green-action programme for children.

DANIEL XRIHA,  
Birkirkara.

THE TIMES, SATURDAY, FEBRUARY 16, 2008

THE

Letter

## Working pensioners

Until last year a pensioner could work and earn not more than the national minimum wage until he reached 65 years of age. No ceiling existed for pensioners aged 65 years or over. No payment of social security contributions was due by the working pensioners.

Given that the government announced changes in this system in this year's budget, I phoned Castille to be informed of these changes. I was informed that now a pensioner could claim his pension on reaching retirement age and continue working without any restrictions on income earned from employment. This is very

good, I thought, but where is the catch?

The catch is this: A working pensioner (who claims his pension in 2008) would now be liable to pay social security contributions on his employment even though this will not offer him any social insurance at all given that he/she is already a pensioner. This is nothing less than a new tax aimed at government recouping back what it gave to pensioners in the last budget.

Is this the new way of doing politics?

GEORGE RIZZO,  
Floriana.



**EXECUTIVE SUMMARY REPORT ON PRE-RETIREMENT SEMINAR**  
**Organized by the Over 40s Section**  
**Employment Services Division**  
**ETC Hal Far**

**Gurnata Flimkien - QED NOQROB BIEK NIRTIRA – NIKBER U NIBQA' ATTIV**

**3 ta' April 2008**

Ghal dawk bla xoghol, qed jirregistraw u li sa l-ahhar ta' Frar 2008 ghalqu s-60 sena l-irgiel u 59 sena n-nisa.

Fic-Centru Għall-Kurrikulum Nazzjonali - Triq Farsons, Hamrun

Wiegbu l-Evaluation Sheet 11 minn 25 li attendew minn 39 li applikaw, minn 92 li kienu fuq ir-Registru tal-qghad u gew invitati.

- 1) Minn dawk li ser jirtiraw bil-pensjoni 45% ser jirtiraw għal kollox, 27% ser jahdmu part-time u 27% ser jgħatuha għal volontarjat u hadd mhu ser jibqa' jahdem full-time.
- 2) Hadu din id-decizjoni għal diversi ragunijiet b'din il-priorita': finanzjarja, ta' sahha, biex isibu x'jagħmlu, igawdu l-familja, għax ihobbu il-volontarjat u għax jiddeju wieqfa.
- 3) L-isfidi li jahsbu li ser jiffaccjaw il-quddiem huma dawn: kif izommu ruhom attivi, jiehdu hsieb il-familja, sahhithom, kif jadattaw għal hajja gdida, finanzi, l-eta', il-Bambin biss jaf u xi ftit ma jafux.
- 4) L-isfidi li ltaqghu magħhom meta fittxew ix-xogħol kienu dawn: il-parti l-kbira l-eta', imbagħad il-livell ta' l-edukazzjoni, is-sahha, qalu li min ihaddem jinjorak.
- 5) Mingħand min ihaddem il-haddiema ta' certa eta' jistennew li jippruvahom u jagħtihom cans, jirrispettahom u japprezza l-esperjenza tagħhom, jgħatihom paga xierqa, jifhimhom, jkun gentili u onest magħhom, jgħatihom flexitime u fuq kollox jgħatihom kondizzjonijiet xierqa ta' xogħol.
- 6) Biex isibu x-xogħol dawn qedin jirregistraw ma' l-ETC, jfittxu ix-xogħol huma fuq il-gazzetti u fuq il-website ta' l-ETC. Ohrajn għalkemm qed jirregistraw, mhumieq ifittxu għax dalwaqt jirtiraw.
- 7) L-eta' tal-partecipanti tvarja bejn 59 u 61 sena.
- 8) Il-parti l-kbira ta' dawk li attendew kienu irgiel.
- 9) L-aktar li ghogobhom fis-seminar kienu t-tahdidiet fuq kif nibqghu attivi, niehdu hsieb sahhitna u x'inhuma d-drittijiet tagħhom ta' pensjoni. It-tagħrif kollu li tgħajnihom u d-diskussjoni tal-problemi komuni. L-ikel intogħob ukoll.



- 10) Tista' tghid li l-maggoranza ghogobhom kollox hlief xi interruzzjonijiet waqt id-diskussjoni u dik li jnaqqasulek mill-pensjoni li int tkun diga hallast ghaliha.
- 11) Xtaqu li l-hin kien itwal u li niltaqghu iktar ta' spiss flimkien ghal seminars bhal dawn fejn nistghu niddiskutu problemi komuni ta' dawk li ser jirtiraw.
- 12) Kienu presenti varjeta ta' hiliet skilled, semi-skilled u unskilled bhal haddiema fil-catering, construction, technicians, skrivani, stampatur, hajjat u labourers.
- 13) Il-paga li jistennew jekk isibu x-xoghol tvarja bejn Lm80 (€186.35) u Lm100 (€232.94) fil-gimgha. **Hadd mhu lest li jahdem ghal Paga Minima Nazzjonali ta' Lm61.13 (€142.43).** Qalu "ahjar nibqghu fuq il-beneficji u ncekcku xi gurnata jew tnejn bil-kwiet, ic-chances li jaqbduna huma ftit.
- 14) Maz-zewg terzi kienu jafu jaqraw u l-ohrajn le.
- 15) Terz minnhom kienu jafu juzaw il-komputer u l-ohrajn le.
- 16) Kemm ilhom bla xoghol nofshom hadu xi kors ta' tahrig u l-ohrajn le. Il-korsijiet li hadu kienu fil-Qari u l-Kitba, il-Computer u Kif Tfittex ix-Xoghol.
- 17) Il-maggoranza jafu li l-ETC qed toffri mal-100 kors ta' tahrig b'xejn ghar-registranti.
- 18) **Il-parti l-kbira hafna minnhom ihossu li l-ETC qed taghmel minn kollox biex tghinhom isibu ix-xoghol.**
- 19) Ghall-mistoqsija kif tista' tghinkom iktar l-ETC dawn jhossu li l-Korporazzjoni tista' tghinhom iktar billi tippperswadu iktar lil min ihaddem jimpjega lil older workers u jismghahom, tghinhom fil-problemi taghhom, tinsisti li jinholoq iktar xoghol, tara li ma jithaddmux barranin a skapitu taghhom, tistedinhom iktar ghall-seminars bhal dawn u tghinhom isibu x-xoghol.

Victor Mifsud

Ufficjal Inkarigat  
Programm ghall-Haddiema Adulti Maturi.

Divizjoni ta' l-Impiegi  
Korporazzjoni tax-Xoghol u Tahrig  
Hal Far.

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### **JOB SEEKERS OVER 45 YEARS OF AGE**

- A) Quantity and quality of the problem
- B) Challenges faced in trying to find adequate jobs
- C) Values pertaining to older workers
- D) ETC Schemes, Campaigns and Activities to help the Over 40s

#### **A) The quantity and quality of the problem**

##### **Over 45s Unemployed – Older Workers**

According to the National Statistics Office (NSO) figures published on the 24<sup>th</sup> July 2008, for June 2008, there were:

1938 older workers registering on Part 1 of the ETC unemployment register out of a total of 5861 registering unemployed ie 33%. That is an increase of 27 over the June 2007 figure.

91% of the problem is in Malta and 9 % in Gozo.

76% are males and 24% are females.

The Unemployment rate of older workers 45+ for those registering under Part 1 for February 2008 has decreased to 3.8 from 4.1 in February 2007. Males rate has decreased from 4.3 to 3.9 whilst the females rate has increased from 3.3 to 3.5.

##### **Key Data on Active Ageing (55 to 64 years)**

According to the National Action Plan (NAP) on Employment, October 04 the employment rate of those aged 55 to 64 was 32.6%. The likelihood of employment decreases progressively with age in the case of women and drops markedly after the age of 55 in the case of men.

The average exit age from the Labour Force, in September 2003 was 57.7 years (58.5 for men and 54.8% for women).

In an ETC analyses of the Termination Forms of all those aged 55 and over, whose employment ended between 01/01/04 and 31/10/07, a headcount of 15,143, approximately 4,000 per annum, presented in December 2007, it was found that the average age of termination in Malta was 60.3years (Men 60.5 Women 59.5). An increase of 2.8 years in the average exit age of Older Workers in Malta, over the September 2003 figure.

The same analyses also found that the older workers employment rate in Malta in 2006 was about 30% compared to 42% in the EU 27 Member States, a local decrease of 2.6% over the October 04 figure.

Government aims to achieve the following targets by 2010:

- Raise the older workers' employment rate to 40%;
- Raise the average exit age from employment by 3.5 years over the September 03 figure.

#### **B) Challenges faced by Older Workers in trying to find adequate jobs**

- Fast Technological Progress
- Age Discrimination
- Low Educational Level
- Training Difficulties and Their Low Skills Level
- Stress and Health Problems
- Ageing Jobseekers are said to be too Expensive
- The Future of an Enterprise is in the Young
- Lack of Confidence and Self-Esteem
- Poor Employment Records
- Social Security Benefits plus the Black Economy
- Ex-Convicts, Substance Abusers and Disabled Persons Over 45 Years
- Problems of Carers of Children and the Elderly
- Older, Unemployed Workers Experience a Recognizable Pattern of Emotions-shock, denial, anger, resignation, apathy, good for nothing, etc.
- Hostile to Classroom Teaching in Groups of Various Ages
- Medical Certificates and Health Problems
- Hoping to get Employment with the Government
- The need to be flexible and ready to adapt.

#### **C) Values pertaining to many Older Workers**

- Maturity
- Responsibility
- Experience
- Loyalty
- Continuity
- Expertise
- Training investment
- Dedication
- Discipline
- Acceptance of authority
- Managerial ability
- Less sporadic leave off work
- Better customer care especially in the retail trade
- Adaptability
- Flexibility
- Reliability.

***“Experience, maturity, and responsibility pay – my skills and my attitude before my age!”*** An Over 45 unemployed registrant.

#### **D) ETC Schemes, Campaigns and Activities to help the Over 45s unemployed**

To help the employers to retain and to recruit older workers and to help the unemployed Over 45 years to find work, various Schemes have been created, providing financial assistance to both sides and training and work exposure to the unemployed, like TEES, ETPS, RS, INT, BTG, SES, WSS-See below for details. In 2008 these Schemes are being rationalized and amalgamated in the light of new EU State Aid Rules under the new ETC ESF Project Name of Employment Aid Programme & Training Aid Programme. At the moment they are still being rationalized.

**TEES (Over 40s) (Training and Employment Exposure Scheme)** – A one year scheme, 6 months training 6 months work exposure with an employer, on a wage more than the national minimum wage, all paid by the ETC, 75% of which are ESF-EU funds. Between 2004-06, TEES Scheme spent 5 million Euros (LM1.7 million) on 460 Over 40s unemployed who were trained and undergone work exposure. The Scheme was 66% successful in achieving permanent employment to its participants. The employability of the other 34% was highly improved. Eligible were those who were over 40 years of age at the time.

The Scheme's targets have not only been reached but also exceeded and recruitment in it has stopped.

**ETPS (Employment Training Placement Scheme)** – Over 40s unemployed who have been registering for more than one year; disadvantaged groups; single parents are placed with an employer and for the period of training, ETC subsidises by half of the National Minimum Wage for up to one year. At the moment entry in this scheme is suspended.

**RS (Redeployment Scheme)** – to assist employers to avoid redundancies by providing for a period of retraining in new occupations in another company with an ETC subsidy of half the National Minimum Wage for 13 weeks. Further details from Michel Mifsud Tel 22201225 e-mail [michel.r.mifsud@gov.mt](mailto:michel.r.mifsud@gov.mt) (At the moment recruitment in this scheme is suspended)

**WSS (Work Start Scheme)** for adults who have been inactive for more than 5 years and adults with academic/vocational qualifications who have never worked in their line of their course. ETC offers an allowance and a 20-hour week work exposure for 13 weeks. Further details from Michel Mifsud Tel 22201225 e-mail [michel.r.mifsud@gov.mt](mailto:michel.r.mifsud@gov.mt) (At the moment recruitment in this scheme is suspended)

**BTG (Bridging the Gap)** – Particular help is given to people with special needs like, the disabled, reformed ex-convicts and ex-drug addicts to re-integrate themselves in the work force. Employers are found and a weekly allowance is given. Tel 22201550.

**Supported Employment Scheme** – Particular help is given to the disabled. Employers are found and the wage is subsidised by the ETC and EU ESF. Tel. 22201550. (At the moment recruitment in this scheme is suspended)

**INT (Iftah Negojzu Tieghek)** – Training, Mentoring and a Financial Grant are given to those who are willing to open a business on their own. Tel. 21245778 / 9.

**Publicity Campaigns** – are held annually on Billboards, the print, voice and TV media, on the value of employing the Older Workers unemployed and also retaining those in employment. Various articles are written and published in the print media. Interviews on various Radio and TV stations are broadcast. This is a continuously, ongoing campaign, but held with more force annually, particularly in the autumn/winter period. As a result a greater demand for Older Workers is created.

**Motivation Seminars for LTUs Older Workers** – Two one-day Motivation Seminars were organised at Mt ST Joseph, Mosta for those who have been registering for more than one year

(Long Term Unemployed), in which over 170 participated voluntarily. 11% of which found employment after.

**Selective Weekly Education & Motivation Meetings** – for about 160, Older Workers unemployed, illiterate and registering for less than 6 months, were organised by Victor Mifsud, Officer-in-charge, Programme Older Workers Unemployed.

The aim was to catch them early, before they fall into the rut of long-term unemployment and social assistance, educate and motivate them on:

- Work Ethics – Rights & Duties
- Job Search and Labour Market Trends
- Labour and Social Security Law,
- Advantages and Disadvantages of Regular and Irregular Work respectively,
- Continuing Education and Training and
- ETC Services.

**Weekly Job Search Seminars for all Newly Registered, Older Workers Unemployed, started from January 2005 up to date** – the aim is that in their first week of registration we will enlighten them on:

- How to search for jobs;
- What are the present labour market trends;
- Application, CV and Interview;
- The importance of updating educational and vocational skills;
- The Employment and Industrial Relations Act XX11 2002;
- Work Ethics: their rights and duties
- Motivational techniques;
- ETC services and
- The benefits and pitfalls of regular and irregular employment respectively.

These weekly, compulsory, Adult Job Search Seminars held since January 05, have an average of 60% attendance. Those who do not attend are struck-off the register unless they are justifiably excused. The latter are re-called for the following weekly seminar.

### **Seminars for the Older Workers unemployed**

Two, one-day seminars were organised for this group on a voluntary basis. 244 were invited and 135 attended voluntarily. They were held at the Corinthia San Gorg Hotel, St Julian's on Wednesday 25<sup>th</sup> January and Wednesday 22<sup>nd</sup> February 06.

The theme discussed was: **Finding Employment: Challenges and Solutions.**

- A Psychologist proposed methods for raising their low self-esteem.
- A Social Services expert tackled their benefits' problems.
- Eures Representatives from ETC explained job opportunities in EU member states.
- Representatives of Employers and High Officials from the ETC offered and discussed solutions to their problems in finding employment.
- Unemployed Participants were asked to fill in an Evaluation Sheet about: the seminar, themselves and their problems, the employers' attitudes and the services offered by the ETC
- A report of the challenges met and solutions offered in trying to find employment, was sent to the unemployed participants after the seminar, serving as an aid in their job search. It was also put on the Older Workers Section of Etc's website.
- An eight-page 'MANWAL' prepared by Victor Mifsud, Officer-in-charge Programme

Older Workers, was given to the participants and also put on the Older Workers Section of ETC's website. It contains all that an unemployed Older Worker needs to know to find employment as soon as possible.

Another such seminar was organized on the 30<sup>th</sup> November 2006 for all the Older Workers unemployed in Gozo. About 120 participated voluntarily. More seminars of this kind are planned by Victor Mifsud for the future, for the Older Workers unemployed.

**Contents of the 'MANWAL' given to all Older Workers unemployed are:**

**Introduction**

1. Statistics
2. Good Qualities of the Older Workers
3. Challenges met in trying to find employment
4. ETC Employment, Training & Support Services
5. Work Engagement Form & Work Termination Form
6. ETC Schemes to help the Older Worker
7. Important Telephone Numbers and Websites
8. Publicity Campaigns in favour of the Older Worker
9. Seminars
10. Job Searching Methods
11. Job Application, CV and Interview
12. Employment Barometer of present & future work opportunities
13. Employment Legislation and Trade Unionism
14. Social Security Legislation
15. Literacy, Numeracy and Computer Literacy
16. Lifelong Learning
17. Motivating Yourself
18. Advantages of Regular Employment
19. Disadvantages of Irregular Employment

**Evaluation Sheet**

An Evaluation Sheet is always given to the Over 40s who attend the seminars to fill in. The aim is to find out their personal situation and the challenges they meet in trying to find employment; what do they think of the employers and the services of the ETC and what did they like and dislike in the seminar.

The very great majority of those who answered are very satisfied with the services given by the ETC, particularly the Employment Services Division. They found the seminars very useful; expect a better treatment and more appreciation from employers and wish to see more employment opportunities created to be able to find employment as soon as possible.

**AFM-ETC Seminars - 8<sup>th</sup> & 22<sup>nd</sup> February 2007**

On reaching the age of 55 years about 180 Armed Forces of Malta personnel will be leaving the force. Many of them are interested in finding employment after. So the Older Workers Section at ETC, on the request of the AFM, organized two seminars on the 8<sup>th</sup> & 22<sup>nd</sup> February 2007 to explain to them their pension rights and the Services ETC offers to them to re-employ themselves. An overview of the present labour market opportunities was given together with an explanation of what should be the right approach and attitude to find work at that age.

**EU Year of Equal Opportunities 2007**

**10<sup>th</sup> May 2007 & 25<sup>th</sup> October 2007 Older Workers Unemployed Seminars at NCC Hamrun.**



To commemorate this important event, two voluntary seminars were organized on the 10<sup>th</sup> May 2007 and the 25<sup>th</sup> October 2007 for the Older Workers unemployed. The theme discussed was: **"Do we have equal opportunities for the older unemployed in Malta?"** About 150 in all, attended. They met and discussed the issue with Employers' Representatives and ETC High Officials. It was generally agreed that the law provides for equal opportunities but in reality this does not exist in practice. Age discrimination is still an important challenge to be faced.

#### **Motivation Seminars for Older Workers every six months**

Other similar Motivation Seminars for Older Workers are planned every six months for the newly registered Older Workers in the previous six months.

#### **Pre-Retirement Seminars**

A successful novelty tried this year on the 3<sup>rd</sup> April 2008 was the organization of a Pre-retirement seminar for those aged 59 to 61 years, to prepare them for the great change from the life of work to retirement. This is another service provided by the ETC for the Older Workers and which will be repeated every year. In the seminar, information is given and discussion takes place on their pension rights, the importance of remaining active in part-time or full-time work or in the voluntary sector and adopting a healthy life style.

#### **Individual attention given by Adult Employment Advisors**

Individual attention and vocational guidance are regularly given by the respective Adult Employment Advisor. On registering, the unemployed Older Worker is profiled, asked his job preferences, advised, matched and submitted to related job vacancies. He/she is trained or retrained, helped to make a PAP (Personal Action Plan) for job searching, attends job clubs for hands on job searching, attends selective meetings, seminars and courses. The aim is continuous activation whilst registering.

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More information about ETC Schemes and Services for the Older Workers unemployed from which both employee and employer may benefit, can be obtained by phoning:

Employment Services Division 22201 201. Schemes 22201 225  
Training Services Division 22201 301. Training Courses 22201 614  
Supported Employment Services for the Disabled, Ex-Substance Abusers & Ex-Convicts) 22201 550.

Or

Visiting ETC Website, Older Workers Section, on [www.etc.gov.mt](http://www.etc.gov.mt) and sending an email to [employment.etc@gov.mt](mailto:employment.etc@gov.mt) or to [training.etc@gov.mt](mailto:training.etc@gov.mt)

#### ***Above information and statistics were compiled by:***

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21<sup>st</sup> August 2008.

## OPPORTUNITAJIET INDAQS GHALL-HADDIEMA TA' 'L FUQ MINN 40 SENA

- 1 Il-maggoranza kbira jahsbu li f' Malta ma hawnx fil-prattika opportunitajiet indaqs għall-haddiema adulti maturi, hlief fix-xogholijiet bla skills u fuq il-paga minima nazzjonali. Xi ftit jahsbu li hawn allinqas bil-ligi.
- 2 L-akbar sfidi li jiltaqqu magħhom skond il-priorita' huma d-diskriminazzjoni fuq l-eta', il-livell ta' edukazzjoni, min ihaddem jinjorak u ma jirrispondix. Hemm min jahseb li il-kwalitajiet sbiħ ta' haddiem adult matur jahdmu kontra tiegħu għax jitolbu paga tajba. Computer illiteracy ukoll hi fattur iehor.
- 3 L-hossu li min ihaddem għandu japprezza u jirrispetta iktar il-kwalitajiet sbiħ ta' haddiem adult matur. Għandu wkoll jgħatih chance u jippruvah, joffri iktar mill-paga minima nazzjonali, jghodd l-esperjenza flokk ic-certiifikati, jgħatihom it-tahrig mehtieg u paga gusta.
- 4 Biex isibu x-xoghol il-parti l-kbira minnhom ifittxu fuq il-gazzetti, fuq il-Website ta' l-ETC, japplikaw u jibghatu s-CV, izuru l-postijiet tax-xoghol, jiehdu korsijiet u jmorru l-Job Centres u jirregistraw.
- 5 Nofshom kienu ta' eta' bejn is-46 u l-50 sena. In-nofs l-iehor kienu iktar ikbar milli izghar min hekk.
- 6 Attendew iktar nisa milli rgjel
- 7 Il-parti l-kbira ghogobhom kollox partikolarment ic-chance li jiddiskutu ma nim għandu l-istess challenges bħallhom. Ohrajn ghogbithom l-organizzazzjoni, il-hafna informazzjoni mghotija, it-tahdidiet interessanti u id-diskussjonijiet fil-workshops.
- 8 Xi whud iddeju minn dawk li ppruvaw il-hin kollu jtkellmu huma minkejja r-ruling ta' Chairman jew interoppew meta kien qed jtkellem haddiehor. Ohrajn riedu iktar him għad-diskussjoni fuq problemi komuni u għall-mistoqsijiet.
- 9 Xtaqu li jkun hemm iktar employers presenti, tahdidiet iqsar u aktar hin għad-diskussjoni u għall-attenzjoni individwali.
- 10 Il-professjoni, snajja u hili ta' dawk prezenti kienu hafna: Hajjat, Għalliem tal-musika, Fitter-instructor, Amministratur, Xufier, Accounts clerk, Receptionist, Haddiem tat-tessuti, Kok, Salesman, Haddiem tal-fabbriki, Supervisor, Haddiem li jagħmel il-forom ta' l-ghodda u anki Mara tad-dar.
- 11 Il-maggoranza ma jridux jahdmu għall-paga minima nazzjonali ta' €142.43 Lm61.13. Jridu jinnegozzjaw paga xierqa skond ix-xoghol imma li tvarja bejn € 163.06 (Lm70) u aktar minn €232.94 (Lm100) fil-gimgha. Hafna minnhom isostnu li ahjar tiehu l-beneficci u tahdem xi jumejn irregulari la li tinqabad hu remot.
- 12 Il-maggoranza assoluta kienu jafu jiktbu u jaqraw.
- 13 Aktar minn nofshom kienu jafu juzaw il-Kompjuter xi ftit jew hafna. Terz minnhom ma kinux jafu juzawh.
- 14 Hafna minnhom hadu xi kors kemm ilhom jirregistraw bhal: Food handling, Kompjuter, Carer, Call Centre, Snajja, Job skills, ECDL Core u Advanced, Sage, 'O' u 'A' Levels.
- 15 Kwazi kollha kienu jafu li l-ETC toffri korsijiet b'xejn lir-registranti. Xi ftit ma kinux jafu.
- 16 Jekk tahsibx li l-ETC qed tagħmel minn kollox biex tghinek issib ix-xoghol, hafna qalu li iva. Tnejn qalu le.
- 17 Mistoqsijin kif nistghu nghinuk aktar ahna ta' l-ETC huma qalu: tghina iktar biex insibu x-xoghol, irreklamaw iktar il-kwalitajiet ta' haddiem adult matur, iksbu l-appogg ta' l-awtoritajiet fil-glieda kontra l-isfruttar tal-haddiem, iktar informazzjoni dwar vaganzi ta' xoghol, korsijiet f' iktar postijiet centrali, taqtawnix għax ma nigux darba u komplu biex xoghol utili tagħkom.

VM 12-06-2008

## **YOUR SERVICES ARE NO LONGER REQUIRED AT THE SHIPYARDS.**

If one looks at the Times of Malta daily entry called 'Half a century ago' in its recent issues, one would notice that the Dockyard was in the news at that time more or less in a similar manner as it is today.

I was then an 18 year old, 4<sup>th</sup> year apprentice who received a letter in his Friday pay-packet saying 'Your services are no longer required by the Admiralty. As from next Monday you will be transferred to Bailey Malta Ltd.'

Of the around 12000 dockyard employees at that time, half of them received a similar note. Bailey Malta Ltd took over the running of the Admiralty Dockyard for commercial purposes. And those of us who were transferred felt shivers at that time as we thought that we were going to finish redundant soon and we were jealous of those who remained with the Admiralty. But in the long run things turned out to be the opposite. The Admiralty started to reduce its workforce gradually and Bailey Malta Ltd employees made huge amounts of money coming from the commercialisation of the yard.

Today Government is hoping to sell the four sections of the yard to private enterprise for good, thus it says relieving itself of the recurring burden of having to subsidise continually an unsustainable and unprofitable burden. But before doing so it is offering very attractive Early Retirement Schemes (ERS) amounting to a total of €49 million to its 1627 employees so that the interested bidders would feel more interested in its privatisation by taking less than half of its present employees.

Those with a trade skill that could be utilised either elsewhere or with the new owners themselves would be unwise not to accept the hefty handshake in the ERS and reapply if need be. And the new owners, what are they going to inherit, the unskilled? Would they bid then?

I have always been against ERS as these relieve the respective company but burden in a different way the taxpayer in the form of benefits. We should try to elongate as much as possible the productive working life of our older workers and also apply the EU's modern concept of flexicurity by retraining the unneeded workers at the Shipyard to become more flexible and at the same time giving them security of employment without the threat of becoming redundant. This would, with time, reallocate the excess labour supply at the shipyards possibly in other private employment opportunities.

Government must already know from the prospective bidders, their wishes and requirements and so a tripartite discussion (government, unions and prospective bidders) should take place on the best use of the available workforce. A contingency plan based on keeping the skilled and required workforce for the bidders should be prepared. Another plan based on flexicurity for those not required in the future at the shipyard should be prepared too. Shipyard employees and their families should not be made to face the uncertainty and agony of possible redundancies in the near future. Older workers should remain productive as long as possible.

And EU directives on the issue of privatisation are in conformity with what I am proposing. We should be more socially sensitive and tread less hastily were security of employment and restructuring are taking place. Let's sit down and produce an acceptable plan to all.

*Vincent Mifsud*

2008

# AN AGE MANAGEMENT STRATEGY

## The Demographic Challenge

Victor Mifsud, the Officer-in-charge for the Programme for Older Workers at the Employment And Training Corporation, Hal Far, offers some solutions to remedy the situation of Malta's ageing workforce.

Malta's ageing population, a declining birth rate, youths studying longer and an extended and healthier life are all making it paramount to incentivise our older workers to voluntarily prolong their working life to increase our national economic sustainability.

This requires us to create an age management strategy based on a life-cycle approach to meet from our internal resources the possible shortages in the labour supply which are already being felt.

As Minister John Dalli said in Chantilly, France, "The new realities dictate that an increasing number of older workers will have to continue contributing to the country's productivity."



Victor Mifsud

How are we going to do that? We have already gradually increased the statutory retirement age and pensioners can now work without any capping on their earnings and without losing any of their pension rights.

But that is not enough. We also have to make it more attractive to work longer.

What follows are a number of proposals to policy makers, containing measures on how to encourage a longer working life and discourage early retirees from the world of work.

### Government led policy proposals

Government should take the lead and introduce policy changes which will result in a larger number of older workers continuing to contribute to our national productivity.

#### Financial incentives

There are a variety of measures that can be implemented such as introducing a premium on pensions or a lump sum payment if an employee defers his retirement beyond the statutory retirement age. Alternatively, a partial reduction in weekly working hours for the 55 to 65 year olds, such as a 'four-fifths time credit' policy as it referred to in EU circles. Another option would be tax reductions on the earnings of the 55 to 65 year olds, perhaps not exceeding 15 per cent on all earnings. Finally, there could be financial incentives given to employers to retain and recruit new older workers,



such as percentage subsidies on their wages and NI contributions.

#### Administrative incentives

It is recommended that the January 7, 2008 administrative disincentive measure is abolished and the reintroduction of no NI contributions on earnings, irrespective of the amount earned, if on reaching pensionable age an employee retires, takes his pension but also decides to return to work.

#### Education and empowering incentives

The planning of extensive training and retraining programmes for older workers, both on the job and externally as part of a lifelong learning policy, would lead to an increase in employability, workability and mobility. The annual organization of a planned national communications campaign targeted both at employers and employees, firstly to stress the added value a well experienced person can bring and secondly to portray the value of work as a health nourishing ingredient which gives personal satisfaction and development. Finally, such a campaign will also underline the value of life long learning.

#### Law enforcement incentives

We should introduce stricter provisions and conditions for the granting of an invalidity pension status with a biennial revision of invalidity status, accompanied by an offer of appropriate training and adaptable work opportunities after rehabilitation. There should also be a revision of the National Minimum Wage (NMW) upwards from its current €142.43. Some unemployed prefer to remain on benefits and do some irregular work, rather than accepting this pay. Such irregular work is rampant, despite the miracles done by the six (few) inspectors who work in pairs to check around 150,000 labour suppliers and are also tasked with the prevention of the exploitation of immigrants at the expense of the locals.

Finally, government should better enforce health and safety provisions at workplaces. It reduces

insecurity which can lead to early retirement. Encouraging flexible hours of work for older workers will make it easier to balance family and working life, thus implementing the modern concept of flexicurity.

### Employer led policy proposals

Employers also have a contribution to make on this issue.

#### The ergonomic and human relations aspect

Human resource managers and supervisors require the latest information on how to improve human relations at work and reduce stress – one of the greatest contributors to early retirement. Professional advice on reducing stress is vital. Job rotation and retraining can eliminate boredom and burn out, increase motivation and make better use of the available pool of experience and resources. Ergonomic measures help adapt the working environment to the needs of the older workers who may suffer from health related problems.

#### Knowledge transfer

Companies want to ensure that they do not lose older workers' expertise and are able to use them as mentors for younger workers. This can be facilitated by setting up mixed aged working groups.

#### Law compliance

Organisations also need to comply with legislation and regularly employ and justly pay both locals and immigrants.

Finally, if we want employees to prolong their working life, employers need to provide jobs that offer worker satisfaction and personal development, together with conditions of work that reflect qualifications and experience.

These policy proposals will surely contribute to achieve the aims set out by our Social Policy Minister John Dalli in the recent informal meeting of Labour and Social Security Ministers in Chantilly, France. **E**

## Mifsud Victor P at ETC

**From:** Brimmer Jonathan at ETC  
**Sent:** 13 August 2008 08:20  
**To:** Vanessa Macdonald  
**Cc:** Vella Sue at ETC; Chairperson at ETC; frankzammitrandich@hotmail.com; Camilleri Edwin C at ETC; Scerri Raphael P at ETC; Mifsud Victor P at ETC; Montebello Tonio at ETC  
**Subject:** MQ/24/08 - Workers 61+ (Query by Vanessa Macdonald)  
**Importance:** High

Dear Vanessa,

I hope you are well!!

Reference is made to your query below.

The data below shows the number of persons aged 61 and over who started an employment as from 1<sup>st</sup> January to 31<sup>st</sup> July this year. The figures include both those who started a full-time and a part-time job. It also includes the self-employed. Please note that some people might just have shifted from full- to part-time and so have been counted as a fresh employment. Others may have terminated their job already. The data below only shows how many 'engagement of employment' forms were registered with ETC.

GENDER		
MALES	FEMALES	TOTAL
453	105	558

In your query you have asked about any special arrangements for these workers. Yes we do have one coordinator who is in charge of the older workers. He is Victor Mifsud. You may contact him on 2220 1229 (Mondays & Thursdays) or at [victor.p.mifsud@gov.mt](mailto:victor.p.mifsud@gov.mt) to arrange for an interview with a worker returnee.

I hope that you find this info useful. Should you need anything else, please let me know.

Thanks for your interest.

Best regards

Jonathan

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**From:** Vanessa Macdonald [<mailto:vanessa.macdonald@go.com.mt>]  
**Sent:** 05 August 2008 13:50  
**To:** Brimmer Jonathan at ETC  
**Subject:** Over 65s

Good day!

I would like to do an update on the number of retired people seeking to continue working since the budget measures came into force. Could you come up with some figures? Could we find someone who decided to go back to work that I could interview? Does ETC have any special arrangements (like courses or coordinators)?

Cheers

Vanessa  
 Tel. 2381 8785 – 7944 4698

**Mifsud Victor P at ETC**

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**From:** Scalpello Daniela at MFEI on behalf of Budget 2009 at MFEI  
**Sent:** 16 September 2008 09:32  
**To:** Mifsud Victor P at ETC  
**Subject:** RE: Pre-Budget 2009 Document-Good Practices for Active Ageing in Other EU Member States

Mr. Mifsud,

While thanking you for sending your email with proposals for Budget 2009, we assure you that these will be analysed in the budget process.

Thanks.

Budget 2009 Team

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**From:** Mifsud Victor P at ETC  
**Sent:** 15 September 2008 13:36  
**To:** Budget 2009 at MFEI  
**Cc:** Scerri Raphael P at ETC  
**Subject:** Pre-Budget 2009 Document-Good Practices for Active Ageing in Other EU Member States

The Hon. Minister of Finance,

Please find attached **an Executive Summary** I have made of three very extensive EU Documents which could enlighten you on various measures you can introduce in your first budget for 2009 to encourage **ACTIVE AGEING**.

**The Policies of EU Member States on Active Ageing -**  
**(i) To increase job opportunities for Older Workers and**  
**(ii) To maintain Older Workers in employment for a longer time.**

I hope you will find it interesting.

Regards and best wishes

Victor Mifsud.

Officer-in-charge  
Programme Older Workers

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Employment and Training Corporation (ETC)  
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## **GOOD PRACTICES ON ACTIVE AGEING FROM OTHER EU COUNTRIES**

### **The Policies of EU Member States on Active Ageing:**

- to increase job opportunities and
- maintain older workers in employment

### **Executive Summary**

Identifying good practices and disseminating them constitute a key part of the EU strategies, policies, programmes and knowledge management. The rationale is that by exposing different countries' successful programmes and projects, the overall performance can be enhanced through mutual learning.

All age management strategies have to be based on identifying the factors and acting upon them that seem to act as a barrier to lengthening the working life, thus contributing most to their success.

Awareness should be raised of the positive potential of Age Management Policies at national, organisational and social partners' level.

Pension systems and benefit systems have to be reformed in such a way as to remove distortions that obstruct the potential lengthening of working lives for those who desire it.

Public Employment Agencies should provide support (financial and otherwise) for SMEs with regard to lifelong learning.

Stress is to be made that ultimately strategies for extending working lives can only succeed if much greater progress is made in tackling unemployment through increasing competitiveness and expanding labour demand and its flexibility.

The ideas below are taken from the following documents:

#### **1) *AGEING AND EMPLOYMENT: IDENTIFICATION OF GOOD PRACTICE TO INCREASE JOB OPPORTUNITIES AND MAINTAIN OLDER WORKERS IN EMPLOYMENT – (AEIGP).***

Submitted to the Commission of the European Communities DG EMPL 7<sup>th</sup> March 06  
Warwick Institute for Employment Research, University of Warwick & Economix  
Research & Consulting, Munich

All countries are facing an ageing population and most exhibit declining activity rates among older cohorts. The relatively low qualifications and skills of older workers along with the higher probability of working in agriculture or production activities, leave them at a particular disadvantage in accessing higher level jobs in the major growth areas of services to business and services to household.

The individual country studies demonstrate quite clearly that older individuals are inevitably at risk in a number of respects unless there is some legislative framework or collective bargaining practice that aims to protect them.

Training programmes for older workers are, in principle, a constructive response to the above situation but the predominance of those with limited histories of formal and even informal learning, make them less able to capitalise on the potential benefits of training.

This group faces shorter periods of remaining working life than is the case for younger workers, which thus shortens the rates of return to training that they might otherwise enjoy.

#### **National Age Management Policies: Pension Reform, Legislation, and Special Programmes.**

- i. Many countries have set in train nationwide increases in norms for retirement ages
- ii. The introduction of legislation against age discrimination
- iii. The provision of employment and training programmes for older workers both within the organisation and in the external market
- iv. Labour market programmes for older workers may influence the climate of opinion in the labour market, working on the demand as well as the supply side.
- v. Challenges to conventional thinking may help to reduce employer discrimination against older workers over the long term and prepare them more for adapting work places and practices accordingly
- vi. On the supply side, changing attitudes of older workers may gradually encourage more positive engagement with opportunities for redeployment and retraining presented to older workers
- vii. The significance of awareness-raising campaigns, as part of a more holistic approach to pension reform and labour market intervention, needs to be recognised
- viii. Where productivity is concerned, two of the most prominent economic models agree that current age-earning profiles do not reflect productivity differences very well, but then disagree diametrically on how to interpret the profile; the *human capital model* suggests that the observed age-earnings profile over-states productivity at younger ages and under-states at older ages, whereas the *contract-efficiency wages model* claims the reverse
- ix. There is evidence to show that employers have managed to deploy older and younger workers doing quite similar jobs but under different circumstances within the organisation in such a way as to make the most of both groups
- x. Recognition of the need to redesign workplaces and work practices so as to make less fraught the transition to older retirement regimes
- xi. The importance of health promotion programmes as part of an age management strategy

- xii. The provision of lifelong learning possibilities both for in-house mobility and for mobility in the external labour market.
- xiii. An internal mobility system should be developed to take various forms: multi-skilling to facilitate job rotation; enabling those most capable of adapting to technological change to be trained to do so; optimising the allocation of tasks; accustoming the workforce to changes in activity; increasing motivation through offering workers greater variety and interest; discovering and developing the capabilities of the employees
- xiv. Setting up mixed age groups and organising knowledge transfer
- xv. Reducing or avoiding physically demanding working hours (shift work) and considering deployment of older workers in less busy periods
- xvi. Employers' Federations and Trade Unions can play important roles in raising awareness of age management and provide general guidance to the social partners on how to develop and respond to the implementation of an age management approach
- xvii. Individuals need to take responsibility themselves for maintaining and enhancing their workability and employability throughout their entire working life, drawing as much as possible on institutional support for lifelong learning and career development.

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**2) “ACTIVE AGEING: THE POLICIES OF THE EU MEMBER STATES” - THE EMPLOYMENT COMMITTEE AND THE SOCIAL PROTECTION COMMITTEE JOINT OPINION ON ACTIVE AGEING, EU COMMISSION 2007.**

In almost all of the countries of the EU, older people face multiple barriers and disincentives to carry on working or to rejoin the labour force if inactive. Thus, if work is to be an attractive and rewarding proposition for older workers, it will require action in a number of policy fields. The following initiatives and good practices have been introduced in many of the 27 EU Member States:

- i. Financial incentives to carry on working eg tax reduction, tax levy rebate, tax credit
- ii. Wage-setting practices
- iii. Employment protection rules adapted to ensure that employers have stronger incentives to both hire and retain older workers
- iv. Elimination of employers' NI contribution from 50 years upwards as an incentive to retain older workers in employment and also hire older workers
- v. An extra contribution to the unemployment fund by employers is due when employment of persons 50 years or over is terminated and employment has lasted more than 10 years

- vi. In the face of substantial technical and organisational change, older workers were given appropriate help and encouragement to improve their employability.
- vii. Personalised approaches were introduced like guidance services, job counselling, specific training and out placements
- viii. Direct job creation
- ix. Subsidised employment
- x. Wage compensation from loss of net earnings
- xi. Sheltered workplaces for the socially marginalised
- xii. Public works
- xiii. Self-employment promotion measures
- xiv. Mobility promotion measures
- xv. Integration subsidies
- xvi. Assistance and wage guarantees
- xvii. Changing the negative perceptions, attitudes and views of Employers re the capacities, adaptability and productivity of older workers
- xviii. A planned communications campaign on both employers and employees to impress, the added value a well-experienced person could bring along
- xix. Pension Policy reforms accompanied by a National Ageing Programme
- xx. To avoid personal and social devaluing and promote employability, unemployed older workers are involved in volunteer projects giving unpaid services of social utility promoted by public and non-profit private entities. This is accompanied by vocational guidance, professional training, skills recognition and certification
- xxi. A balanced package of rights and responsibilities: offers a dual approach to assistance, providing the unemployed older workers with financial support while also facilitating their return to work via measures which are mandatory
- xxii. Lifelong Learning focusing on the acquisitions of basic skills (including digital literacy), aiming to promote broadening opportunities for more flexible and innovative forms of learning as well as equal and open access to high-quality learning opportunities for older workers
- xxiii. Financial incentives: tax reduction on earnings of 55 to 65 years age groups; reducing or abolishing tax on part-time earnings; training bonus/grants; payment of employers' NI contribution plus a grant of half the NMW for employing older workers; exemption from tax of company spending on investing in the re-training of older workers
- xxiv. Stress, ill health and difficult working conditions like constraints on changing working hours may be pushing workers into early retirement
- xxv. A 'Time Credit' policy for older workers whereby they work 4/5 of a working week on a flexible timetable that enhances work-life balance and as an encouragement to continue in employment
- xxvi. Partial, gradual retirement of an existing employee accompanied by a contract of replacement with an unemployed person who will gradually take his place
- xxvii. The possibility of working beyond normal retirement age compensated by a percentage increase in retirement pension ie deferral is rewarded by a surplus of pension eg an incremental rate in pension of about 10% for each full year of deferral
- xxviii. The possibility to combine work and pension is widespread in the EU

- xxix. A super bonus is given to those who choose to stay at work even if they have gained the right to retire
- xxx. Retire progressively. Under this system workers may partly retire and partly continue to work and combine income from work and from the pension scheme
- xxxi. A nonlinear accrual scheme under which earning in later life is valued more than in earlier life
- xxxii. Special deductions in Personal Income Tax for those who opt to keep on working beyond retirement age
- xxxiii. To combine the employees' expectations of healthy and satisfying working conditions with the need to be competitive in today's economy. The basic idea is: acting together with individual responsibility. All those involved would initiate a broad debate about the future of work. The aim is to raise public awareness of the demands of tomorrow's world of work and how it can be reconciled with personal goals
- xxxiv. Legal increase of state pension age
- xxxv. Reduction of early retirement schemes and making them less attractive
- xxxvi. Incentive measures to close the gap between statutory pension age and the de facto pension age.
- xxxvii. Strict criteria to be granted Invalidity Pension and revising the invalidity status every two years to reintegrate into the labour market those who have been rehabilitated. Emphasis on what an invalid person can do instead of on what he cannot do.
- xxxviii. Bonus-Malus System – Bonus: Employers' share of unemployment insurance is not due when persons 50 years and over are hired; Malus: Extra contribution to the unemployment insurance fund is due when employment of persons 50 years or over is terminated and employment has lasted more than ten years. Dismissal protection for older workers recruited under the incentive part of the system was introduced.

**Conclusion** - The above measures adopted in the various member states of the EU have resulted in the increase in the employment rate of older workers and also in an increase in the de facto retirement age.

These incentives and disincentives are part of a package adopted, resulting in a shift from an early retirement culture to an encouragement to workers and employers for longer employment.

#### **Overall approach – the need for a comprehensive strategy**

Building on active ageing as a core element in the renewed employment guidelines it may be recalled that the EU approach to ageing aims to mobilise the full potential of people of all ages and to shift from piecemeal to comprehensive ageing strategies with specific policies focusing on two broad areas; incentives for entering, re-entering and remaining in the labour market and raising the work capacity of workers throughout working lives.

The country reports show a lot of new active ageing practices including: life long learning; preventive health care; working environments; incentives for retiring later and more gradually and even being active after retirement; tackling age discrimination;

increasing standard retirement age and engaging in capacity enhancing activities; creating working conditions conducive to job creation, better adapted to the needs of older workers and facilitating intergenerational relations; combining flexibility and security.

Convincing people of the need to stay longer at work includes changing culture, attitudes and stereotypes. The culture of learning needs to be improved and training systems have to be modernised. The amount of good practice examples make clear that mutual learning about what works is crucial and should be enhanced.

**References:**

- i) *"Active Ageing: The Policies of the EU Member States"* - The Employment Committee and The Social Protection Committee Joint Opinion on Active Ageing, EU Commission 2007.
- ii) *"Age and Employment: Identification of Good Practice to increase job opportunities and maintain older workers in employment"*, submitted to the EU Commission by the Warwick Institute for Employment Research, University of Warwick & Economix Research & Consulting, Munich 2006.
- iii) *"Promoting a Longer Working Life and tackling Early Exit from the Labour Market"*. The recommendations made to the EU Commission in the Social Protection Committee Study Report 2007.

Victor Mifsud B.A (Hons) Econ. & Pub. Adm., D.P.E. (Oxon)

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4<sup>th</sup> September 2008

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**Mifsud Victor P at ETC**

**From:** Vella Sue at ETC  
**Sent:** 16 September 2008 09:16  
**To:** Mifsud Victor P at ETC  
**Cc:** Scerri Raphael P at ETC  
**Subject:** RE: COMMUNITY CONTRIBUTION SCHEME - C.C.S.

Dear Victor

Thank you for the initiative. However, I don't think the Board will be in a position to consider this, without further detail of important operational aspects such as:

- costings
- supervision
- selection of clients
- training needs analysis and cost of training

Perhaps you can give it some more thought.

Thank you  
Sue

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**From:** Mifsud Victor P at ETC  
**Sent:** Monday, September 15, 2008 2:10 PM  
**To:** Vella Sue at ETC  
**Cc:** raphael.p.scerri@gov.mt  
**Subject:** COMMUNITY CONTRIBUTION SCHEME - C.C.S.

Dear Sue,

If you find no objection, I wish to send the E-mail below to the Chairperson, ETC Board of Directors.

Victor

The Chairperson,  
ETC Board of Directors.

Dear Dr Sladden,

Recently I heard you on the TV news saying that it is high time the Long-term Unemployed give something back to the community for what they have been receiving for a long time.

From my experience here at ETC I fully agree with you that the proximity of the National Minimum Wage (NMW) and Social Benefits is too near. It encourages irregular work. We have been harping on this point for a long time. "Regular work on the NMW does not pay, considering the present cost of living".

Please find attached a proposed Scheme called COMMUNITY CONTRIBUTION SCHEME – C.C.S. I have drafted, after working with the Over 40s for the last seven-and-a-half years at ETC as an Officer-in-charge Programme Over 40s, on a Part-time basis.

You met me in my Room 20, Employment Services Division on your first tour of ETC. I am a retired ex-Head of School who have read Economics, Political Science, Public Administration and Management at the Universities of Malta and Oxford.

I co-created TEES (Over 40s) Scheme – an ESF 2004-06 €5 million Project and participated in its Joint Management Consultative Committee made up of the three Social Partners to run it. A successful scheme which saw 66% of the 460 participants, finding permanent employment after joining TEES (Over 40s)

18/09/2008

Scheme. Our Target was 50%. We also greatly improved the employability of the rest.

I hope you will find my new C.C.S. attached proposal, interesting.

Regards and best wishes

Victor Mifsud

Officer-in-charge  
Programme Older Workers

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Website [www.etc.gov.mt](http://www.etc.gov.mt)

*A new draft proposal called C.C.S. by Victor Mifsud, Officer-in-charge, Programme Older Workers, Employment Services Division, ETC.*

*Co-creator of the successful TEES (Over 40s) Scheme an ESF 2004-06 Project worth <sup>€</sup>5 million.*

## **COMMUNITY CONTRIBUTION SCHEME (C.C.S.)**

A scheme intended to activate those receiving Social Assistance benefits after registering for at least six months. It aims to make them give back something to the community which is supporting them, by contributing 20 hours a week of community work on approved community projects.

I have originally drafted this scheme for the Over 40s but it could be applied to the LTUs of all ages just as well.

### ***Conditions of participation***

Unemployed Over 40 (or LTUs) who have been:

- registering for at least six months
- receiving Social Assistance benefits and
- passed as medically fit to work by an ETC medical board

will lose their Social Assistance benefits if they refuse to join the scheme without a justifiable reason.

### ***The CCS Scheme will be administered either by:***

- i) The already existing Government set-up called Industrial, Projects & Servicing Ltd. –IPSL, where the excess 900 dockyard workers have been placed some time ago **or**
- ii) A Community Administration is set up by government with the collaboration of the Social Partners and registered as a charitable, non-profit making institution **or**
- iii) ETC as a new Employment Aid Programme, Project.

### ***Advantages of Scheme***

1. Provides work on community projects for the Over 40s (or LTUs) registering unemployed for more than six months
2. Those receiving social assistance from the local community give back something beneficial to the community in return
3. Gives the Over 40s (or LTUs) unemployed the chance to make new employment contacts

4. Improves the Over 40s (or LTUs) job prospects and employability
5. Increases their work experience and employability
6. Provides Life Long Learning opportunities for training to improve literacy, numeracy, computer literacy, new trade skills and skills updating in a class or workshop or on the job
7. Over 40s (or LTUs) use part of their free time for a good cause instead of working illegally whilst receiving Social Assistance benefits
8. The scheme will:
  - reduce long-term unemployment,
  - reduce illegal employment whilst registering and receiving Social Assistance,
  - reduce abuse of Social Assistance benefits,
  - train and activate regularly the unemployed,
  - encourages regular work as a result of which,
  - government revenue will increase from more NI contributions and personal taxation.

***Examples of Community Projects that will benefit the local community:***

- a) Clerical work, maintenance and security to community institutions e.g. schools, hospitals, clinics, local councils, care centres and NGOs
- b) Clearing up derelict land and rain water canals
- c) Locality street cleaning and upkeep of historical sites
- d) Landscaping and gardening the local area
- e) Decorating for the elderly and the disabled
- f) Carers' Assistants and security for the elderly
- g) Trained child care centres' personnel and security officers.
- h) Adapting buildings for community use
- i) Looking after historical, local landmarks
- j) Handyman services, security personnel and cleaners to the local community institutions e.g. schools, health clinics, child care centres, elderly care centres, local council premises and civic centres, playing fields, upkeep and guiding of historical sites
- k) Work on voluntary NGOs' Projects contributing to the community in the social, environmental, educational and historical fields.

**NB:** ETC-ESF Project: Employment Aid Programme funds should be used for the Community Contribution Scheme C.C.S to help train and activate the registering Over 40s (or LTUs) unemployed receiving Social Assistance benefits,

thus reducing irregular employment whilst giving something in return to the community that is supporting them.

This will reduce the long queue of Over 40s (or LTUs) unemployed who despite registering for work are unwilling to work regularly as the National Minimum Wage (NMW) is too low, they say, especially when compared with the Social Assistance (about  $\frac{3}{4}$  of the NMW) which they are receiving.

From what I've heard in the regular seminars I organise for them, many of them do work irregularly. Working irregularly gives them the chance to negotiate an acceptable rate of pay whilst receiving Social Assistance as well.

Victor Mifsud

Officer-in-charge  
Programme Older Workers

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**About us****Employment Services****Job Centres****Personal Action Plan (PAP)****How to register for Work****Older Workers Section****Statistics and Information – December 2007****Older Workers Publicity Campaign 2008****Documents and other Resources****Supported Employment****Training Services****Training Schemes****Law Compliance****Gender Unit****Work Permits****Job Searching****Employers****Downloads (Online Resources )****EU Projects****Tenders & Recruitment****Media Releases****Links****Documents and other Resources**

Below one can find useful documents for download:

1. MANUAL FOR OVER 40 WORKERS SEEKING EMPLOYMENT (14.0 Version; Verżjoni bil-Malti)
2. CHALLENGES AND SOLUTIONS IN FINDING EMPLOYMENT (English versions dated)
3. EVALUATION SHEETS - ANALIZI TAT-TWEGIBIET GHALL-MISTOC SITWAZZJONI TA' DAWK BLA XOGHOL, IS-SERVIZZI TA' L-ETC U IHADDEM. (Maltese & English versions available)
4. FAQs ABOUT CONDITIONS OF WORK
5. BENEFITS & ADVICE TO EMPLOYERS, MANAGERS, AND HUMAN PERSONNEL RE THE OVER 40 WORKERS (OLDER WORKERS)
6. JOB SEARCH METHODS
7. BRIEF REPORT OF THE ONE-DAY SEMINAR FOR THE OVER 40s HELD AT THE ARKA FOUNDATION IN GOZO
8. EQUAL OPPORTUNITIES FOR OLDER WORKERS - Report on the r Evaluation Sheet of a one-day Seminar held on 10th May 2007. (Maltese versions)
9. MIZURI FAVUR IKTAR IMPIEG, B'MOD SPECJALI TAN-NISA
10. REPORT ON THE FINDINGS OF THE OVER 40'S SEMINAR HELD ( OCTOBER 2007 AT NCC HAMRUN
11. AGE MANAGEMENT STRATEGY – Draft Policy Proposals to Policy N Need of an AMS
12. PRE-RETIREMENT SEMINAR: 'QED NOQROB BIEX NIRhttp://etc.gov.mt/docs/programme.docTIRA – NIKBER U NIBQA' A Thursday 03-04-08 - REVISED PROGRAMME
13. PRESS RELEASE ON THE PRE-RETIREMENT SEMINAR - 03-04-08
14. RAPPORT TAS-SEMINAR GHALL-OVER 40 NEW REGISTRANTS –
15. GOOD PRACTICES ON ACTIVE AGEING FROM OTHER EU COUN


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## ***Appendix Chapter 11 Scans***

<b>Chapter 11</b>	<b>Malta's Recent-Past Situation 2015, 2017, 2018, 2019</b>	<b>372</b>
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Malta's Recent-Past Events - My letters to the *TOM* plus one write-up to *Leġen is-Sewwa* are to be found in full as sent, in Chapter 11. 43

Here below are the titles only:

• Constitutional convention now - <i>TOM</i> 27/10/2017	44
• Calling a constitutional convention and its composition - <i>TOM</i> 09/11/2017	44
• Money, opium and values - <i>TOM</i> 20/11/2017	44-45
• Cosmopolitan Malta - <i>TOM</i> 21/12/2017	45-46
• Liberal and progressive Malta - <i>TOM</i> 15-07-2018	46-47
• Vacant Convents – published under the title “Church’s contribution to Maltese society” - <i>TOM</i> 7 <sup>th</sup> October 2018	47-48
• Anzjanità Attiva - <i>Leġen is-Sewwa</i> - 22-03-2015	48-49

<b><i>A sample collection of each publication in the TOM gathered together in one scan below:</i></b>	<b>373</b>
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